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NINTH ANNUAL REPORT

SALARY AND WAGE RATE SURVEY

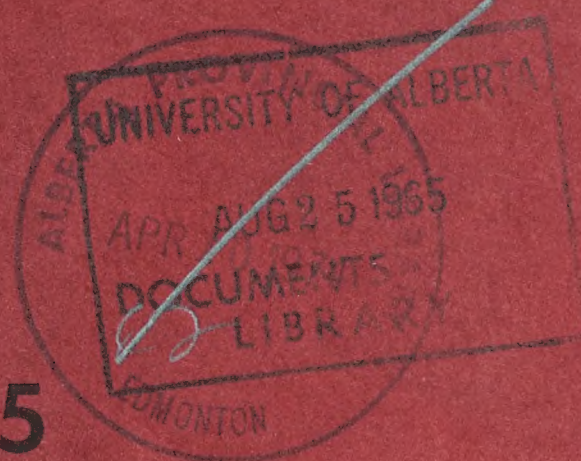
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ALBERTA

1 MARCH 1965



RANGE OF WAGES, WEIGHTED AVERAGES AND
MEDIAN BY SIZE AND TYPE OF FIRM
ALBERTA AND FOUR MAJOR CITIES

PREPARED BY
ALBERTA BUREAU OF STATISTICS
DEPARTMENT OF INDUSTRY AND DEVELOPMENT
EDMONTON, ALBERTA
JULY 1965

NINTH ANNUAL REPORT



SALARY AND WAGE RATE SURVEY

1 MARCH 1965

SECTION 1 - Page 2

Range of Salary and Wage Rates, Weighted Averages and Medians

By Size and Type of Firm

Alberta - Calgary - Edmonton

SECTION 2 - Page 77

Range of Salary and Wage Rates, Weighted Averages and Medians

By Size and Type of Firm

Alberta - Lethbridge - Medicine Hat

WAGE AND SALARY RATE SURVEY - ALBERTA - 1965

This is the Ninth Annual Report of Salary and Wage Rates published by the Alberta Bureau of Statistics. Information as to salary and wage rates is obtained from a survey conducted by mail each year. This year the survey was conducted as at 1 March and salary and wage rates are shown for 163 job classifications in 10 types and 4 sizes of firms.

Salary and wage rates by occupation for Alberta, Calgary and Edmonton are shown in Section 1, and for Alberta, Lethbridge and Medicine Hat in Section 2.

In this report the range of wages, the median wage, and the weighted average wage are given for each occupation. The ranges shown are based on total employment (or size) of the reporting firms, and by type of firm. Also shown are the number of employees in each position and the number of firms reporting. Wherever there seemed to be enough employees reported to give a fair representation of the wage structure, figures were given for one or more of the cities. Detailed information has not been shown where less than three firms reported for any specific size or type of firm, or location, but the information is included in the summary wherever possible. In general, the larger the number of firms and of employees reported, the more representative will be the ranges and the averages.

SALARY RANGE

The "Alberta" ranges were examined closely and salaries in the upper and lower deciles (the upper and the lower 10%) were deleted and excluded from the report. Some latitude was taken in the editing: all salaries in the particular group where the "cut-off" point occurred, were retained and included in the report. This accounts for the fact that slightly less than 20% of all employees were finally excluded. (Compare tables B and C).

Only a small sample of the Provincial Civil Service personnel in Edmonton is included.

The relatively small number of persons shown in some occupations may bias the true range one way or another.

Where less than 5 employees are involved, no medians are shown.

No allowance has been made in this report, or on the questionnaire, for experience or special qualifications. To some extent this explains the wide range and disparity in male-female wages.

RATES OF PAY

Weekly Rates

Many firms reported weekly rates of pay. The weekly rates of pay were all converted to monthly rates by the following formula:

$$\frac{\text{Weekly rate of pay} \times 52 \text{ weeks}}{12 \text{ Months}}$$

For a person earning \$60.00 a week, the monthly rate would be -

$$\frac{\$60.00 \times 52}{12} === \$260.00$$

Hourly Rates

Numerous firms reported both monthly and hourly rates of pay for some job classifications. Please refer to the table of contents in the front of this report for classifications where both hourly and monthly rates are shown. For all other positions where hourly rates were reported, the hourly rates of pay were converted to monthly rates by the following formula:

$$\frac{\text{Hourly rates of pay} \times \text{number of hours worked per week} \times 52 \text{ weeks}}{12 \text{ Months}}$$

For example, a person working a 40 hour week at \$1.44 per hour, the monthly rate would be -

$$\frac{1.44 \times 40 \times 52}{12} === \$249.60 \text{ (i.e. } \$250)$$

Median

The median wage rate is the rate in a graduated series which divides the series so that half the employees are paid at equal or higher rates and half at equal or lower rates. (See example below).

Weighted Averages

Method of computing: each reported rate for a given occupation, is multiplied by the number of employees receiving that rate; the totals are added together and divided by the number of employees in the occupation.

Example

For the position "Telephone Operator", 6 firms reported salary rates paid as follows:

<u>No. of Employees</u> No.		<u>Salary Rate</u> \$		<u>Gross Salary Paid</u> \$
1	x	220	=	220
1	x	230	=	230
1	x	230	=	230
1	x	240	=	240
1	x	243	=	243
1	x	260	=	260
1	x	268	=	268
1	x	268	=	268
1	x	270 (Median)	=	270
1	x	270	=	270
1	x	270	=	270
1	x	270	=	270
1	x	280	=	280
1	x	280	=	280
1	x	293	=	293
1	x	293	=	293
1	x	293	=	293
<u>17</u>		<u>293</u>		<u>4,478</u>

Number of Employees - 17

Number of Firms - 6

Range: \$220 - \$293

Median Rate - \$270

Weighted Average - $\frac{4,478}{17} = \$263.41 \text{ (i.e. } \$263)$

Note: The above example shows actual rates of pay reported in the 1965 survey. This information appears on page 12 of this report, in the Calgary column for the job classification of "Telephone Operator" (Female) in the Public Service.

Salary and wage rates have been shown by four sizes of firms and 10 types of firms. Additional breakdowns for sub-groups of firms within any of the 10 types shown may be obtained by writing to this Bureau. Please allow at least two weeks for requests to be filled.

Special surveys may be conducted by this Bureau for salary and wage rates in positions not included in this report, if requests are made by groups or associations of firms.

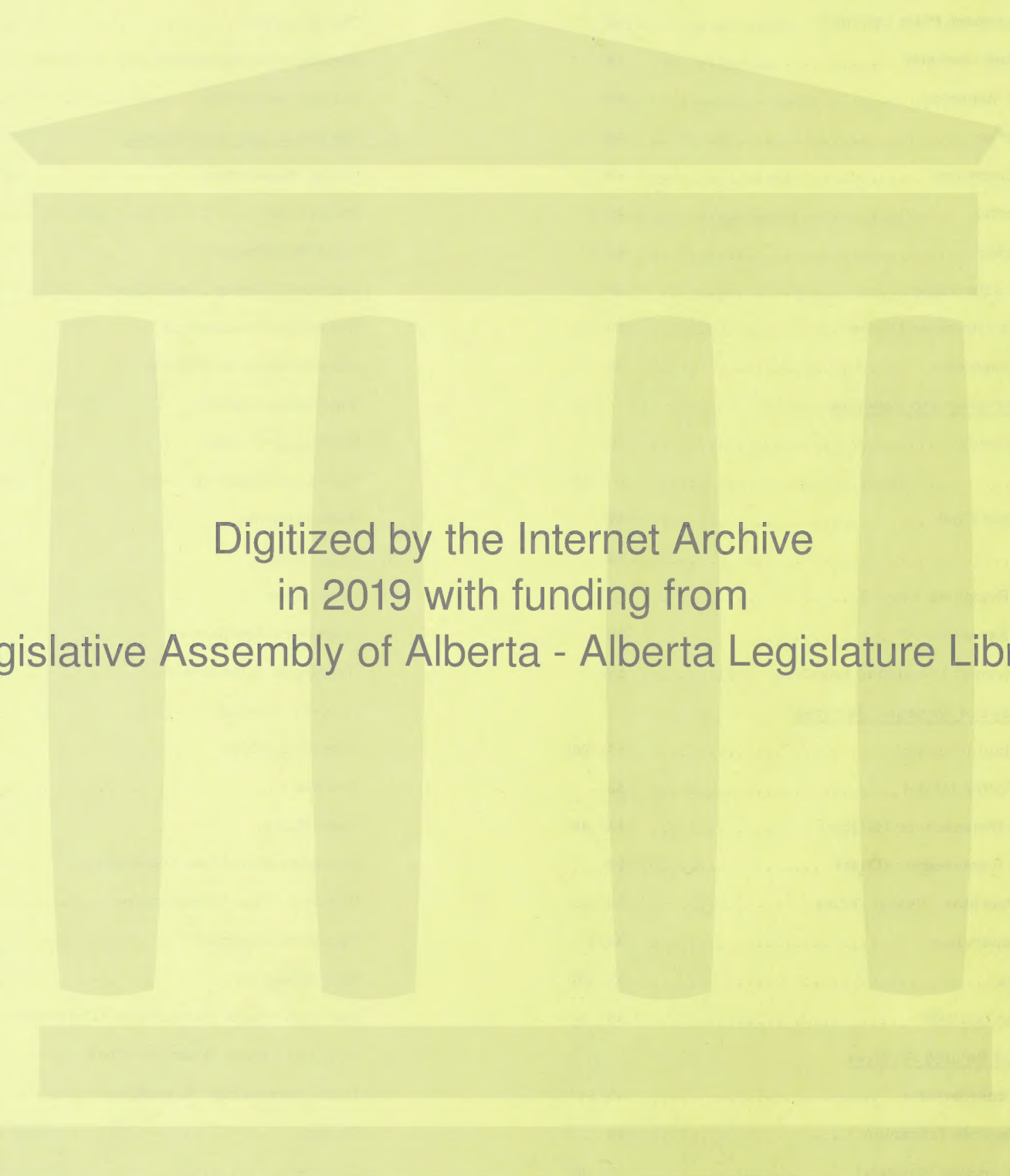
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* Indicates hourly rates or both monthly and hourly rates shown.

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WAGE AND SALARY SURVEY - ALBERTA
MARCH, 1965

Questionnaires were sent out to ten types of employing organizations during the last week of February 1965

TABLE A. FIRMS REPORTING BY TYPE AND LOCATION

By Type of Firm:	Manu- facturing	Oil Firms	Public Service	Department Stores	Wholesale	Automotive Firms	Financial Firms	Retail Firms	Institutions	Construction Firms	TOTAL
Calgary	60	64	14	8	49	15	23	49	13	26	321
Edmonton	86	25	16	9	65	19	31	47	19	35	347
Lethbridge	21	-	3	4	18	7	8	27	8	9	105
Medicine Hat	14	-	3	3	6	6	6	13	2	3	56
Other Locations	22	4	9	9	13	14	5	18	26	4	124
ALBERTA	203	93	45	33	151	56	73	154	68	77	953

TABLE B. EMPLOYEE COVERAGE BY TYPE OF FIRM AND LOCATION

By Type of Firm:	Manu- facturing	Oil Firms	Public Service	Department Stores	Wholesale	Automotive Firms	Financial Firms	Retail Firms	Institutions	Construction Firms	TOTAL
Calgary	2,281	2,975	2,064	1,050	1,119	439	504	1,389	2,644	997	15,462
Edmonton	3,333	1,190	4,576	1,249	1,513	713	965	1,514	3,935	502	19,490
Lethbridge	348	-	222	153	250	127	89	239	535	90	2,053
Medicine Hat	407	-	214	79	116	113	35	91	311	29	1,395
Other Locations	479	400	833	191	120	214	54	168	2,158	57	4,674
ALBERTA	6,848	4,565	7,909	2,722	3,118	1,606	1,647	3,401	9,583	1,675	43,074

TABLE C. EMPLOYEE COVERAGE BY TYPE OF FIRM AND LOCATION - AFTER UPPER AND LOWER DECILES ELIMINATED

By Type of Firm:	Manu- facturing	Oil Firms	Public Service	Department Stores	Wholesale	Automotive Firms	Financial Firms	Retail Firms	Institutions	Construction Firms	TOTAL
Calgary	1,886	2,269	1,913	897	923	363	402	1,128	2,330	857	12,968
Edmonton	2,790	990	4,060	1,007	1,222	571	786	1,230	3,472	407	16,535
Lethbridge	263	-	207	141	197	110	49	165	462	65	1,659
Medicine Hat	338	-	188	53	105	74	26	55	263	26	1,128
Other Locations	276	312	705	143	93	155	40	93	1,717	36	3,570
ALBERTA	5,553	3,571	7,073	2,241	2,540	1,273	1,303	2,671	8,244	1,391	35,860

TABLE D. EMPLOYEE COVERAGE BY SEX AND LOCATION

	Male	Female	Total
Calgary	8,769	6,693	15,462
Edmonton	10,494	8,996	19,490
Lethbridge	1,061	992	2,053
Medicine Hat	895	500	1,395
Other Locations	2,126	2,548	4,674
TOTAL	23,345	19,729	43,074

TABLE E. EMPLOYEE COVERAGE BY SEX AND LOCATION
AFTER UPPER AND LOWER DECILES ELIMINATED

	Male	Female	Total
Calgary	7,344	5,624	12,968
Edmonton	8,802	7,733	16,535
Lethbridge	867	792	1,659
Medicine Hat	748	380	1,128
Other Locations	1,623	1,947	3,570
TOTAL	19,384	16,476	35,860

MONTHLY SALARY AND WAGE RATES

MONTHLY SALARY AND WAGE RATES															
ALBERTA															
CALGARY															
EDMONTON															
Size of firm (based on Total Employees)	M - Male F - Female		No. Employed	No. of Firms	Range		Median Rate	Weighted Average	No. Employed		No. of Firms	Range		Median Rate	Weighted Average
and															
Type of Firm Reporting															
														</	

Definition: CLERK (Beginning Level)-Performs simple and elementary level clerical work of a routine or repetitive nature, under close supervision, sorts and distributes mail, addresses, stuffs and stamps envelopes, keeps simple records, operates standard office equipment such as adding machines, cash registers, mimeograph and ditto, makes simple arithmetical computations and performs other routine duties requiring a minimum of judgement.

MONTHLY SALARY AND WAGE RATES

3

ALBERTA																	CALGARY						EDMONTON					
Size of Firm (based on Total Employees)																												
and	M - Male F - Female	No. Employed	No. of Firms	Range		Median Rate	Weighted Average	No. Employed	No. of Firms	Range		Median Rate	Weighted Average	No. Employed	No. of Firms	Range		Median Rate	Weighted Average									
Type of Firm Reporting																												
				\$	\$	\$			\$	\$	\$				\$	\$	\$	\$										
SIZE OF FIRM	CLERK-GENERAL (INTERMEDIATE)																											
1 - 39	M	87	60	260 - 460		330	344	35	23	260 - 460		335	353	35	22	275 - 425		340	349									
	F	126	82	215 - 345		248	253	43	31	217 - 345		260	259	49	31	215 - 331		240	253									
40 - 99	M	167	62	260 - 471		364	363	125	36	260 - 471		374	372	34	19	260 - 458		350	342									
	F	150	67	215 - 350		257	265	86	33	217 - 350		254	265	42	21	215 - 350		265	275									
100 - 399	M	365	68	260 - 473		360	359	190	31	260 - 473		375	371	152	29	260 - 473		360	347									
	F	343	65	215 - 350		265	270	148	23	215 - 346		277	281	157	32	215 - 350		255	263									
400 +	M	424	35	260 - 474		365	369	201	12	260 - 474		365	369	207	19	260 - 473		375	371									
	F	343	32	217 - 350		279	278	126	14	217 - 343		275	278	209	16	217 - 350		283	278									
TYPE OF FIRM REPORTING																												
Manufacturing	M	176	56	260 - 455		350	352	73	22	260 - 440		350	351	80	22	260 - 455		350	352									
Manufacturing	F	96	41	215 - 346		267	268	58	18	219 - 346		273	276	24	16	217 - 343		263	267									
Oil Firms	M	278	52	265 - 474		405	394	219	37	265 - 474		414	400	52	13	275 - 473		360	379									
Oil Firms	F	59	24	220 - 350		298	297	29	16	220 - 345		300	298	24	7	252 - 350		290	295									
Public Service	M	328	21	260 - 460		365	366	141	6	260 - 460		365	363	175	12	260 - 459		363	370									
Public Service	F	201	18	215 - 350		295	292	26	5	238 - 338		295	296	174	12	215 - 350		295	292									
Department Store	M	8	4	260 - 390		277	292	-	-	-		-	-	-	-	-		-	-									
Department Store	F	132	15	217 - 316		260	262	86	4	217 - 316		268	268	14	3	217 - 264		238	239									
Wholesale Firms	M	75	38	260 - 461		310	320	39	17	260 - 461		300	321	31	18	265 - 420		310	315									
Wholesale Firms	F	65	33	217 - 348		259	262	35	17	220 - 348		260	263	23	12	217 - 312		259	262									
Automotive Firms	M	9	7	265 - 360		275	285	-	-	-		-	-	7	5	275 - 360		275	288									
Automotive Firms	F	16	12	215 - 300		245	252	4	4	215 - 290			249	10	6	225 - 300		250	258									
Financial Firms	M	55	21	260 - 468		325	333	24	7	260 - 468		337	349	23	8	260 - 458		308	327									
Financial Firms	F	192	37	215 - 350		251	261	52	12	217 - 350		285	284	122	16	215 - 350		245	253									
Retail Firms	M	95	13	260 - 400		369	348	44	7	260 - 398		327	330	51	6	260 - 400		380	362									
Retail Firms	F	53	29	215 - 350		250	263	30	13	215 - 350		265	274	18	13	217 - 350		241	251									
Institution	M	12	7	260 - 362		329	316	-	-	-		-	-	7	3	260 - 362		329	314									
Institution	F	131	27	215 - 337		250	254	72	7	217 - 337		260	265	42	10	217 - 303		231	243									
Construction	M	7	6	288 - 450		325	353	-	-	-		-	-	-	-	-		-	-									
Construction	F	17	10	230 - 310		250	260	11	5	230 - 310		250	259	6	5	238 - 300		255	261									
Summary	M	1043	225	260 - 474		365	362	551	102	260 - 474		365	369	428	89	260 - 473		361	358									
Summary	F	962	246	215 - 350		270	270	403	101	215 - 350		271	274	457	100	215 - 350		270	270									

Definition: **CLERK-GENERAL (INTERMEDIATE)**-Performs a variety of moderately complex clerical duties, under general supervision, of Duties: which require a knowledge of office procedures and methods. Gathers source material for reports, maintains and balances various types of ledger accounts, posts records of moderate complexity. May explain policies and procedures to the public. May assign routine work to others in work-leader capacity, with limited responsibility for disciplinary supervision.

MONTHLY SALARY AND WAGE RATES

		ALBERTA						CALGARY						EDMONTON					
Size of Firm (based on Total Employees)		M - Male F - Female	No. Employed	No. of Firms	Range	Median Rate	Weighted Average	No. Employed	No. of Firms	Range	Median Rate	Weighted Average	No. Employed	No. of Firms	Range	Median Rate	Weighted Average		
and	Type of Firm Reporting																		
					\$	\$	\$			\$	\$	\$			\$	\$	\$		
SIZE OF FIRM		PRINCIPAL (SENIOR) CLERK																	
1 - 39		M	99	4	335 - 552	422	426	35	25	343 - 550	425	433	15	25	335 - 552	422	426		
		F	60	40	260 - 380	315	310	18	15	260 - 380	311	311	32	22	260 - 364	310	306		
40 - 99		M	92	17	335 - 560	438	441	53	29	335 - 554	430	440	36	17	340 - 560	425	434		
		F	35	21	260 - 392	290	303	10	10	260 - 350	288	296	9	6	265 - 392	325	322		
100 - 399		M	257	65	335 - 560	445	443	141	32	335 - 560	465	459	101	25	335 - 535	407	421		
		F	79	32	262 - 396	318	321	16	9	277 - 375	311	321	59	20	262 - 396	318	321		
400 +		M	277	35	339 - 559	455	451	117	13	345 - 559	454	449	117	16	340 - 548	445	467		
		F	176	19	260 - 395	329	324	58	6	260 - 394	321	325	117	12	260 - 395	329	324		
TYPE OF FIRM REPORTING																			
Manufacturing		M	154	54	340 - 560	450	444	69	19	351 - 555	454	447	61	22	340 - 560	440	448		
Manufacturing		F	42	18	260 - 394	328	331	28	5	260 - 394	323	328	11	9	270 - 385	340	339		
Oil Firms		M	188	43	335 - 560	488	478	130	32	335 - 560	501	496	42	9	340 - 540	455	455		
Oil Firms		F	13	7	315 - 389	350	349	-	-	-	-	-	11	5	315 - 389	350	346		
Public Service		M	170	20	345 - 548	442	441	44	6	345 - 520	399	422	102	8	345 - 548	457	456		
Public Service		F	87	8	280 - 395	338	332	-	-	-	-	-	85	6	280 - 395	338	332		
Department Store		M	9	5	346 - 520	385	408	-	-	-	-	-	-	-	-	-	-		
Department Store		F	69	10	260 - 385	303	305	37	3	260 - 385	307	313	25	3	260 - 368	281	294		
Wholesale Firms		M	70	37	335 - 554	393	406	31	15	343 - 554	405	418	32	16	335 - 512	377	399		
Wholesale Firms		F	24	18	260 - 350	286	293	12	9	260 - 350	284	294	12	9	264 - 319	288	293		
Automotive Firms		M	9	8	335 - 500	400	411	3	3	335 - 500	-	417	6	5	350 - 490	400	408		
Automotive Firms		F	5	4	275 - 335	275	289	-	-	-	-	-	4	3	275 - 335	-	293		
Financial Firms		M	50	23	340 - 552	435	429	13	9	351 - 552	425	437	33	11	340 - 525	438	426		
Financial Firms		F	69	22	260 - 396	312	315	11	7	260 - 375	303	307	52	12	262 - 396	316	317		
Retail Firms		M	53	14	335 - 500	395	394	37	6	335 - 450	380	385	13	5	392 - 500	407	420		
Retail Firms		F	10	9	260 - 375	285	299	4	4	260 - 375	-	328	6	5	260 - 300	275	279		
Institution		M	9	4	345 - 505	405	415	-	-	-	-	-	-	-	-	-	-		
Institution		F	38	22	270 - 367	322	322	14	7	270 - 367	349	330	10	7	285 - 367	318	326		
Construction		M	13	9	350 - 552	450	455	8	5	400 - 550	475	472	4	3	350 - 552	-	428		
Summary		M	725	217	335 - 560	445	443	316	99	335 - 560	454	451	299	83	335 - 560	440	441		
Summary		F	359	119	260 - 396	320	319	110	40	260 - 394	318	317	217	60	260 - 396	320	321		

Definition of Duties: PRINCIPAL (SENIOR) CLERK - Performs difficult clerical work of a varied nature involving frequent exercise of independent judgment. Requires knowledge of policies, rules and procedures. Compiles and checks reports and tabulations, receives the public and handles inquiries, complaints and adjustments. Usually has some latitude of discretion in determining office methods and procedures, and in supervising a small group of clerical subordinates. Requires at least two years experience in clerical work.

MONTHLY SALARY AND WAGE RATES

5

MONTHLY SALARY AND WAGE RATES																	
ALBERTA																	
CALGARY																	
EDMONTON																	
Size of Firm (based on Total Employees)																	
and	M - Male	F - Female	No. Employed	No. of Firms	Range	Median Rate	Weighted Average	No. Employed	No. of Firms	Range	Median Rate	Weighted Average	No. Employed	No. of Firms	Range	Median Rate	Weighted Average
Type of Firm Reporting																	
					\$	\$	\$			\$	\$	\$			\$	\$	\$
	PAY ROLL CLERK (FULL TIME)																
SIZE OF FIRM																	
1 - 39	M	9	9	325 - 475	381	387	-	-	-	-	-	-	5	5	325 - 433	368	367
	F	20	19	230 - 375	288	293	9	8	252 - 375	300	309	7	7	238 - 305	281	273	
40 - 99	M	12	11	275 - 435	375	368	7	6	275 - 435	375	368	4	4	335 - 400		365	
	F	32	30	235 - 382	288	294	17	15	251 - 382	310	310	12	12	235 - 350	273	276	
100 - 399	M	43	34	260 - 475	371	368	23	17	260 - 465	365	357	13	11	270 - 461	371	378	
	F	45	37	235 - 378	281	290	18	13	235 - 378	275	291	23	20	238 - 350	285	290	
400 +	M	20	10	260 - 468	419	399	-	-	-	-	-	15	6	260 - 468	433	404	
	F	43	27	230 - 388	314	313	18	9	287 - 382	322	326	21	16	238 - 388	303	306	
TYPE OF FIRM REPORTING																	
Manufacturing	M	38	32	260 - 475	380	378	11	9	260 - 465	300	337	15	13	270 - 468	400	384	
Manufacturing	F	36	29	235 - 379	292	296	12	8	260 - 373	303	308	21	18	235 - 379	278	288	
Oil Firms	M	8	7	340 - 450	403	396	5	5	340 - 435	410	397	-	-	-	-	-	
Oil Firms	F	27	19	235 - 382	320	318	21	16	235 - 382	330	324	-	-	-	-	-	
Public Service	M	10	4	317 - 433	420	407	-	-	-	-	-	-	-	-	-	-	
Department Store	F	23	15	238 - 368	281	289	10	5	251 - 368	268	290	9	6	238 - 346	299	292	
Wholesale Firms	F	11	11	251 - 350	300	305	4	4	251 - 346		306	7	7	280 - 350	300	305	
Automotive Firms	F	4	4	245 - 350		290	-	-	-	-	-	4	4	245 - 350		290	
Financial Firms	F	3	3	250 - 317		284	-	-	-	-	-	-	-	-	-	-	
Retail Firms	M	12	9	260 - 415	365	347	6	4	278 - 415	355	349	6	5	260 - 374	368	344	
Retail Firms	F	21	17	230 - 388	290	293	11	8	260 - 330	303	300	8	7	238 - 388	275	285	
Institution	M	4	3	296 - 450		371	-	-	-	-	-	4	3	296 - 450		371	
Institution	F	7	7	260 - 362	314	312	-	-	-	-	-	4	4	260 - 362		317	
Construction	M	11	8	305 - 435	375	369	9	6	305 - 435	350	360	-	-	-	-	-	
Construction	F	6	6	250 - 310	281	283	-	-	-	-	-	5	5	250 - 310	281	279	
Summary	M	84	64	260 - 475	381	377	32	25	260 - 465	350	357	37	26	260 - 468	383	386	
Summary	F	140	113	230 - 388	299	298	62	45	235 - 382	304	309	63	55	235 - 388	285	291	

Definition PAY ROLL CLERK (Full Time) - Computes pay due each worker and prepares pay roll. May make out pay cheques and as-
of Duties: sist paymaster in making up and distributing envelopes. May use calculating machine, cheque writing machine, or typewriter.

MONTHLY SALARY AND WAGE RATES

MONTHLY EARNINGS AND WAGE RATES																
ALBERTA																
CALGARY																
EDMONTON																
Size of Firm (based on Total Employees)																
and	M - Male F - Female	No. Employed	No. of Firms	Range	Median Rate	Weighted Average	No. Employed	No. of Firms	Range	Median Rate	Weighted Average	No. Employed	No. of Firms	Range	Median Rate	Weighted Average
Type of Firm Reporting																
				\$	\$	\$			\$	\$	\$			\$	\$	\$
SIZE OF FIRM	ACCOUNTING CLERK (BOOKKEEPER, SENIOR)															
1 - 39	M	50	46	300 - 502	400	403	19	17	300 - 500	400	411	15	14	300 - 502	400	396
	F	97	84	225 - 400	300	308	34	29	227 - 400	298	299	41	34	225 - 400	335	326
40 - 99	M	39	34	300 - 500	380	395	23	18	300 - 500	410	404	10	10	340 - 500	390	402
	F	35	32	225 - 400	300	311	12	12	270 - 390	325	325	12	10	290 - 400	313	322
100 - 399	M	75	34	300 - 500	400	401	36	13	300 - 500	415	406	31	14	310 - 500	399	404
	F	21	19	242 - 400	335	334	7	5	282 - 365	335	335	11	11	242 - 400	325	336
400 +	M	49	18	349 - 505	433	428	12	6	350 - 485	454	437	33	10	349 - 505	425	423
	F	69	10	242 - 390	358	331	4	3	242 - 358		294	65	7	251 - 390	364	333
TYPE OF FIRM REPORTING																
Manufacturing	M	59	38	300 - 505	415	409	28	13	300 - 485	420	406	20	15	349 - 505	418	423
Manufacturing	F	25	25	235 - 400	336	326	10	10	235 - 365	314	312	13	13	260 - 400	346	344
Oil Firms	M	39	17	300 - 500	450	443	22	13	300 - 500	465	450	14	3	372 - 490	438	433
Oil Firms	F	11	9	265 - 400	325	329	9	7	265 - 400	300	314	-	-	-	-	-
Public Service	M	26	7	320 - 490	419	415	-	-	-	-	-	21	3	353 - 490	433	426
Public Service	F	61	4	260 - 400	365	334	-	-	-	-	-	60	3	271 - 400	365	335
Department Store	M	3	3	368 - 476		423	-	-	-	-	-	-	-	-	-	-
Department Store	F	10	7	242 - 358	284	292	-	-	-	-	-	-	-	-	-	-
Wholesale Firms	M	26	21	325 - 475	379	384	9	7	325 - 455	400	403	13	10	340 - 425	350	370
Wholesale Firms	F	28	24	265 - 400	335	328	12	10	268 - 360	328	316	13	11	265 - 400	350	338
Automotive Firms	M	9	9	310 - 400	350	362	4	4	350 - 400		370	3	3	310 - 400		362
Automotive Firms	F	16	15	250 - 380	300	308	5	5	275 - 365	310	316	5	5	290 - 380	325	329
Financial Firms	M	9	8	300 - 450	333	350	5	5	300 - 450	325	345	4	3	321 - 405		356
Financial Firms	F	19	12	225 - 392	290	294	7	5	234 - 375	283	289	11	6	225 - 392	300	301
Retail Firms	M	24	12	315 - 500	398	396	14	5	315 - 500	427	409	-	-	-	-	-
Retail Firms	F	30	28	225 - 400	300	292	7	6	227 - 390	300	293	13	12	242 - 400	300	311
Institution	M	5	5	350 - 405	390	382	-	-	-	-	-	-	-	-	-	-
Institution	F	10	10	250 - 400	313	326	-	-	-	-	-	3	3	284 - 350		320
Construction	M	13	12	300 - 502	400	406	5	4	350 - 500	375	410	6	6	300 - 502	412	397
Construction	F	12	11	250 - 400	300	316	3	3	265 - 400		343	6	5	281 - 400	313	322
Summary	M	213	132	300 - 505	405	406	90	54	300 - 500	425	411	89	48	300 - 505	405	409
Summary	F	222	145	225 - 400	320	318	57	49	227 - 400	300	309	129	62	225 - 400	346	330

Definition: ACCOUNTING CLERK (Bookkeeper, Senior) - Maintains a uniform double-entry set of books, maintains journals and general ledgers of financial transactions, including revenue and expenditure analyses, posts and balances general and subsidiary ledgers, prepares claims and payrolls. May supervise several juniors engaged in related duties.

MONTHLY SALARY AND WAGE RATES

7

ALBERTA																
CALGARY																
EDMONTON																
Size of Firm (based on Total Employees)																
and	M - Male F - Female	No. Employed	No. of Firms	Range	Median Rate	Weighted Average	No. Employed	No. of Firms	Range	Median Rate	Weighted Average	No. Employed	No. of Firms	Range	Median Rate	Weighted Average
Type of Firm Reporting																
				\$	\$	\$			\$	\$	\$			\$	\$	\$
SIZE OF FIRM	JUNIOR CLERK TYPIST (BEGINNING LEVEL)															
1 - 39	F	59	45	180 - 245	205	206	24	16	180 - 240	213	213	22	18	180 - 245	203	205
40 - 99	F	66	36	180 - 247	205	209	28	18	180 - 247	213	213	31	11	180 - 242	205	209
100 - 399	F	148	49	180 - 249	220	217	58	22	180 - 249	220	219	72	21	180 - 247	220	219
400 +	F	416	29	180 - 248	220	217	123	9	180 - 243	223	222	279	18	180 - 248	217	214
TYPE OF FIRM REPORTING																
Manufacturing	F	93	31	180 - 245	206	208	22	13	180 - 245	225	217	62	13	182 - 240	206	205
Oil Firms	F	39	19	190 - 247	225	223	27	14	190 - 247	225	226	12	5	200 - 239	215	217
Public Service	F	330	15	180 - 248	220	218	100	6	180 - 244	223	218	217	8	180 - 248	220	218
Department Store	F	5	3	217 - 243	217	225	-	-	- -	-	-	-	-	- -	-	-
Wholesale Firms	F	35	23	180 - 249	215	215	11	7	200 - 249	225	228	20	12	180 - 247	214	214
Automotive Firms	F	7	7	180 - 210	200	197	-	-	- -	-	-	3	3	200 - 200		200
Financial Firms	F	71	26	180 - 244	208	211	25	11	183 - 240	210	209	43	12	180 - 239	208	212
Retail Firms	F	19	13	184 - 245	210	212	13	8	184 - 240	210	209	5	4	184 - 245	234	222
Institution	F	90	22	180 - 245	220	215	31	3	180 - 243	233	228	40	10	180 - 240	210	213
Summary	M	3	3	190 - 231		209	-	-	- -	-	-	-	-	- -	-	-
Summary	F	689	159	180 - 249	220	215	233	65	180 - 249	223	219	404	68	180 - 248	217	214
SIZE OF FIRM	CLERK TYPIST (INTERMEDIATE)															
1 - 39	F	76	55	215 - 300	241	245	33	24	215 - 300	250	251	25	20	215 - 295	238	241
40 - 99	F	63	38	215 - 295	250	247	34	20	215 - 294	246	247	21	12	215 - 295	250	246
100 - 399	F	179	61	215 - 300	247	251	53	25	216 - 300	260	256	109	29	215 - 300	245	249
400 +	M	8	3	227 - 313	313	294	-	-	- -	-	-	-	-	- -	-	-
	F	341	32	217 - 300	265	265	133	11	230 - 300	270	270	166	16	217 - 300	260	260

Definition: JUNIOR CLERK TYPIST (Beginning Level) - Types reports, case records, statements, letters, charts and other material of Duties: from copy and rough drafts, performs simple clerical duties. Must be able to type accurately with fair speed but no previous experience necessary.

Definition: CLERK TYPIST (INTERMEDIATE) - Does detailed typing requiring the exercise of judgment and assumption of responsibility of Duties: in carrying out assignments involving statistical, rough draft material, copying of technical or unusual business correspondence or other materials. Must be able to type accurately with good speed and lay out and arrange work. Approximately one year's experience necessary.

MONTHLY SALARY AND WAGE RATES

ALBERTA																	CALGARY						EDMONTON					
Size of Firm (based on Total Employees)																												
and	M - Male F - Female	No. Employed	No. of Firms	Range		Median Rate	Weighted Average	No. Employed	No. of Firms	Range		Median Rate	Weighted Average	No. Employed	No. of Firms	Range		Median Rate	Weighted Average									
Type of Firm Reporting																												
				\$	\$	\$				\$	\$	\$	\$			\$	\$	\$	\$									
TYPE OF FIRM REPORTING	CLERK TYPIST (INTERMEDIATE) (Continued)																											
Manufacturing		8	3	227 - 313	313	294	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-		
Manufacturing	F	70	29	215 - 300	243	247	24	10	225 - 277	253	255	38	15	217 - 300	240	245												
Oil Firms	F	5	30	216 - 300	257	260	51	24	216 - 300	265	264	24	6	222 - 300	248	250												
Public Service		285	17	220 - 300	270	267	103	3	230 - 300	270	273	110	9	220 - 300	260	263												
Department Store		10	5	242 - 280	264	263	-	-	-	-	-	-	-	-	-	-												
Wholesale Firms	F	38	22	215 - 295	248	251	11	8	215 - 294	243	251	25	12	215 - 295	250	252												
Automotive Firms	F	10	8	215 - 280	247	243	-	5	240 - 280	250	254	4	3	215 - 245	221	226												
Financial Firms	F	6	31	215 - 300	245	244	25	10	217 - 282	238	240	52	14	215 - 300	245	247												
Retail Firms	F	20	17	215 - 297	245	251	11	8	225 - 290	254	255	9	8	215 - 297	236	245												
Institution	F	53	21	212 - 300	240	245	13	6	215 - 293	236	244	26	7	225 - 300	244	247												
Construction	F	8	6	220 - 265	247	243	6	4	225 - 265	247	245	-	-	-	-	-												
Summary	M	8	3	227 - 313	313	294	-	-	-	-	-	-	-	-	-	-												
Summary	F	659	183	215 - 300	255	257	253	80	215 - 300	260	262	321	77	215 - 300	250	254												
SENIOR CLERK TYPIST																												
SIZE OF FIRM																												
1 - 39	F	37	34	225 - 335	265	268	15	14	225 - 325	258	259	19	17	225 - 335	275	273												
40 - 99	F	34	25	225 - 337	274	274	12	10	237 - 337	273	285	18	11	225 - 312	275	269												
100 - 399	F	35	22	225 - 335	285	285	19	12	250 - 335	295	293	13	8	232 - 318	281	281												
400 +	F	120	29	225 - 334	268	270	48	11	255 - 334	305	294	40	12	225 - 330	280	266												
TYPE OF FIRM REPORTING																												
Manufacturing	F	27	19	225 - 335	275	274	7	7	235 - 238	275	268	17	9	225 - 314	275	274												
Oil Firms	F	58	23	225 - 337	270	276	25	16	225 - 337	281	288	-	-	-	-	-												
Public Service	F	39	8	250 - 330	305	299	31	3	255 - 330	305	300	7	4	272 - 330	290	300												
Department Store	F	12	3	237 - 303	260	262	-	-	-	-	-	-	-	-	-	-												
Wholesale Firms	F	17	14	225 - 335	275	273	5	4	230 - 335	260	269	11	9	225 - 316	280	277												
Automotive Firms	F	3	3	225 - 285		245	-	-	-	-	-	-	-	-	-	-												
Financial Firms	F	22	15	225 - 325	270	271	6	6	225 - 325	270	275	16	9	232 - 325	268	270												
Retail Firms	F	10	9	240 - 325	282	278	4	4	260 - 325		294	6	5	240 - 300	261	267												
Institution	F	34	12	225 - 334	254	261	5	3	250 - 334	300	299	24	5	225 - 318	254	255												
Construction	F	4	4	275 - 290		283	-	-	-	-	-	3	3	277 - 290		285												
Summary	F	226	110	225 - 337	274	276	94	47	225 - 337	287	287	90	48	225 - 335	266	270												

Definition SENIOR CLERK TYPIST - Requires the ability to type complex material at a high rate of speed and with accuracy. Performs of Duties: difficult clerical work of a varied nature. Types from very rough drafts, may search for source material and compile reports. Frequently supervises junior typists and/or clerical workers.

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Definition of Duties: SENIOR STENOGRAPHER - Records and transcribes dictation of more than average difficulty by use of shorthand and/or transcribing machines. Requires knowledge of proper letter forms and complicated set-ups. Must be familiar with company organization and routines. May perform related clerical duties. Works under general supervision but must use judgment. May work in a stenographic pool.

MONTHLY SALARY AND WAGE RATES

MONTHLY SALARY AND WAGE RATES																	
ALBERTA CALGARY EDMONTON																	
Size of Firm (based on Total Employees)	ALBERTA						CALGARY						EDMONTON				
and	M - Male F - Female	No. Employed	No. of Firms	Range	Median Rate	Weighted Average	No. Employed	No. of Firms	Range	Median Rate	Weighted Average	No. Employed	No. of Firms	Range	Median Rate	Weighted Average	
Type of Firm Reporting				\$	\$	\$			\$	\$	\$			\$	\$	\$	
TYPE OF FIRM REPORTING	SENIOR STENOGRAPHER (Continued)																
	Manufacturing	F	37	48	245 - 330	285	287	38	17	245 - 326	288	288	35	20	250 - 330	294	287
	Oil Firms	F	224	49	245 - 337	293	293	156	38	250 - 337	295	293	50	10	245 - 335	285	287
	Public Service	F	301	27	245 - 337	285	287	83	10	250 - 337	300	292	100	10	245 - 337	290	289
	Department Store	F	12	5	245 - 334	285	290	-	-	- -	-	-	-	-	- -	-	-
	Wholesale Firms	F	51	31	245 - 332	275	280	17	11	245 - 325	286	282	31	18	245 - 332	275	278
	Automotive Firms	F	9	6	250 - 320	283	285	-	-	- -	-	-	3	3	260 - 320		285
	Financial Firms	F	74	28	245 - 330	270	275	33	10	245 - 316	270	273	40	17	245 - 327	269	275
	Retail Firms	F	57	23	245 - 337	295	292	36	12	245 - 325	284	286	20	10	250 - 337	314	306
	Institution	F	73	13	250 - 327	285	285	52	6	250 - 327	290	289	19	6	250 - 310	270	274
	Construction	F	19	13	250 - 330	300	290	15	9	250 - 330	300	290	4	4	250 - 325		290
	Summary	F	907	243	245 - 337	285	287	436	116	245 - 337	290	289	309	100	245 - 337	285	286
	SIZE OF FIRM	SECRETARY-STENOGRAPHER															
1 - 39		F	101	83	270 - 392	303	314	47	37	275 - 392	325	325	48	40	270 - 372	300	305
40 - 99		F	70	45	270 - 387	329	329	47	26	270 - 387	330	330	20	17	270 - 380	333	329
100 - 399		F	156	60	270 - 390	335	332	97	33	270 - 390	332	332	55	23	275 - 385	338	335
400 +		F	227	43	270 - 391	330	329	99	18	270 - 389	337	341	102	18	270 - 391	315	318
TYPE OF FIRM REPORTING																	
Manufacturing	F	85	46	270 - 385	310	315	34	17	275 - 377	334	328	44	26	270 - 385	300	308	
Oil Firms	F	177	66	270 - 390	340	339	141	52	275 - 390	340	340	26	11	270 - 384	338	333	
Public Service	F	118	22	278 - 375	338	335	37	10	290 - 375	337	342	70	9	278 - 366	338	333	
Department Store	F	14	7	270 - 391	314	326	-	-	- -	-	-	6	4	303 - 391	346	344	
Wholesale Firms	F	22	18	270 - 392	330	326	13	9	270 - 392	331	326	8	8	275 - 360	335	326	
Automotive Firms	F	5	5	275 - 364	285	300	-	-	- -	-	-	-	-	- -	-	-	
Financial Firms	F	30	19	275 - 385	290	308	9	5	280 - 364	290	301	20	13	275 - 385	298	312	
Retail Firms	F	28	16	270 - 367	317	314	19	10	270 - 367	325	320	9	6	270 - 350	305	302	
Institution	F	53	17	270 - 362	315	315	22	5	275 - 362	330	326	28	9	270 - 345	300	307	
Construction	F	22	15	270 - 350	302	309	7	3	300 - 350	325	324	12	10	270 - 346	300	305	
Summary	F	554	231	270 - 392	327	327	290	114	270 - 392	334	333	225	98	270 - 391	315	320	

Definition of Duties: SECRETARY-STENOGRAPHER - Performs secretarial duties for one or more supervisors. Takes dictation by shorthand and/or transcribing machine. May be required to be versed in the technical language of a particular business. Relieves supervisors of minor office details and duties such as arranging appointments, replying to routine correspondence, interviewing callers, answering telephone queries, transmitting instructions, etc.

MONTHLY SALARY AND WAGE RATES																	
ALBERTA																	
CALGARY																	
EDMONTON																	
Size of Firm (based on Total Employees)																	
and																	
Type of Firm Reporting	M - Male F - Female	No. Employed	No. of Firms	Range	Median Rate	Weighted Average	No. Employed	No. of Firms	Range	Median Rate	Weighted Average	No. Employed	No. of Firms	Range	Median Rate	Weighted Average	
				\$	\$	\$			\$	\$	\$			\$	\$	\$	
SIZE OF FIRM	PRIVATE SECRETARY																
	1 - 39	F	46	28	300 - 450	350	357	33	16	300 - 425	350	355	12	11	300 - 450	356	367
	40 - 99	F	43	26	300 - 448	375	378	35	19	300 - 448	390	381	8	7	300 - 434	361	363
	100 - 399	F	89	41	300 - 460	390	388	53	24	300 - 460	400	396	33	17	300 - 460	375	379
400 +	F	120	33	302 - 462	385	386	68	13	302 - 462	393	390	46	18	315 - 455	380	378	
TYPE OF FIRM REPORTING																	
Manufacturing	F	44	24	300 - 455	360	370	21	10	300 - 450	350	366	21	13	320 - 455	360	368	
Oil Firms	F	106	39	325 - 462	412	408	87	30	325 - 462	412	411	15	8	330 - 460	402	401	
Public Service	F	48	13	315 - 435	388	389	19	5	348 - 433	381	387	28	7	315 - 435	400	392	
Department Store	F	10	6	308 - 411	390	376	6	4	308 - 411	392	375	-	-	-	-	-	
Wholesale Firms	F	8	8	300 - 446	363	365	4	4	355 - 446	-	394	3	3	300 - 370	-	337	
Automotive Firms	F	4	3	300 - 325	-	310	-	-	-	-	-	-	-	-	-	-	
Financial Firms	F	29	10	300 - 422	345	344	20	5	300 - 412	335	333	9	5	305 - 422	368	368	
Retail Firms	F	5	4	300 - 400	360	357	-	-	-	-	-	3	3	300 - 360	-	333	
Institution	F	28	13	300 - 415	345	346	18	6	300 - 415	337	342	9	6	315 - 395	350	357	
Construction Firms	F	16	11	325 - 450	363	367	11	6	340 - 400	365	365	5	5	325 - 450	350	371	
Summary	F	298	131	300 - 462	381	381	189	72	300 - 462	387	384	99	53	300 - 460	375	376	
SIZE OF FIRM	TELEPHONE OPERATOR																
	1 - 39	F	86	86	195 - 300	235	239	32	32	217 - 300	250	254	44	44	195 - 297	225	233
	40 - 99	F	88	82	191 - 290	230	234	50	45	199 - 290	245	241	31	30	195 - 283	218	226
	100 - 399	F	133	89	191 - 300	240	242	61	34	191 - 300	240	241	52	38	195 - 295	245	247
400 +	F	136	45	200 - 301	260	257	50	16	220 - 300	265	265	80	23	200 - 301	250	252	

Definition PRIVATE SECRETARY - Fully qualified stenographer to senior executive. Performs work of a confidential and technical nature. Takes dictation by shorthand and/or transcribing machine. Schedules appointments and handles telephone calls. Must have thorough knowledge of routines, personnel, functions and policies, in order to relieve executive of minor duties.

Definition TELEPHONE OPERATOR - Operates a private branch telephone switchboard handling incoming, outgoing and internal calls. Gives routine information to the public, keeps records of long distance calls, may act as receptionist and may perform simple clerical and typing tasks.

ALBERTA																	
CALGARY																	
EDMONTON																	
Size of Firm (based on Total Employees)																	
and	M - Male F - Female	No. Employed	No. of Firms	Range	Median Rate	Weighted Average	No. Employed	No. of Firms	Range	Median Rate	Weighted Average	No. Employed	No. of Firms	Range	Median Rate	Weighted Average	
Type of Firm Reporting																	
TYPE OF FIRM REPORTING	TELEPHONE OPERATOR (Continued)																
	Manufacturing	F	68	57	195 - 300	245	246	28	21	200 - 300	250	252	33	29	195 - 294	250	248
	Oil Firms	F	64	16	210 - 301	267	265	49	37	210 - 300	262	263	12	10	210 - 301	275	272
	Public Service	F	54	18	200 - 293	250	250	17	6	220 - 293	270	263	32	7	200 - 286	248	245
	Department Store	F	18	11	195 - 289	249	245	4	3	217 - 289		243	12	6	195 - 289	243	243
	Wholesale Firms	F	52	47	195 - 283	231	236	20	18	210 - 280	230	238	28	25	200 - 283	240	236
	Automotive Firms	F	16	15	200 - 290	220	225	4	4	215 - 250		230	9	8	200 - 290	235	229
	Financial Firms	F	28	26	195 - 297	241	244	10	9	208 - 291	244	248	18	17	195 - 297	240	242
	Retail Firms	F	49	31	191 - 300	224	227	26	14	191 - 300	224	230	20	14	195 - 285	225	226
	Institution	F	79	34	195 - 300	250	244	29	9	205 - 293	255	255	34	12	200 - 300	250	247
	Construction	F	15	15	200 - 290	238	236	6	6	200 - 290	252	243	9	9	200 - 275	230	232
	Summary	F	443	302	191 - 301	245	244	193	127	191 - 300	250	251	207	137	195 - 301	244	243
	CALCULATING MACHINE OR COMPTOMETER OPERATOR																
	SIZE OF FIRM																
1 - 39	M	3	3	231 - 300	269		-	-	-	-	-	-	-	-	-	-	
	F	8	7	217 - 303	265	264	-	-	-	-	-	4	3	250 - 288		267	
40 - 99	M	5	5	210 - 380	263	283	4	4	210 - 322		259	-	-	-	-	-	
	F	26	19	220 - 316	262	261	11	8	225 - 316	265	267	13	10	220 - 282	258	257	
100 - 399	M	7	4	230 - 364	275	274	-	-	-	-	-	-	-	-	-	-	
	F	119	36	215 - 319	255	252	52	17	215 - 319	255	254	66	18	215 - 318	252	251	
400 +	M	3	3	240 - 459	319		-	-	-	-	-	-	-	-	-	-	
	F	132	18	216 - 319	270	270	31	6	227 - 319	270	274	82	11	216 - 312	272	270	
TYPE OF FIRM REPORTING																	
Manufacturing	M	4	4	210 - 380	273		-	-	-	-	-	-	-	-	-	-	
Manufacturing	F	54	23	217 - 312	260	263	19	6	238 - 303	265	264	34	16	217 - 312	260	263	
Oil Firms	M	3	3	322 - 459	382		3	3	322 - 459	382		-	-	-	-	-	
Oil Firms	F	84	16	215 - 319	270	265	21	12	220 - 319	275	278	44	3	215 - 310	265	259	
Department Store	F	44	9	217 - 307	268	264	-	-	-	-	-	30	7	217 - 303	268	265	
Wholesale Firms	M	6	4	230 - 300	275	266	-	-	-	-	-	5	3	230 - 285	275	259	
Wholesale Firms	F	37	17	217 - 318	259	262	10	6	228 - 316	264	264	23	8	218 - 318	259	263	
Automotive Firms	F	5	3	217 - 260	225	230	-	-	-	-	-	5	3	217 - 260	225	230	
Retail Firms	F	36	6	215 - 288	247	248	29	5	215 - 287	247	246	-	-	-	-	-	
Summary	M	17	14	210 - 380	269	273	6	6	210 - 364	256	275	7	5	230 - 285	259	256	
Summary	F	285	80	215 - 319	260	262	96	33	215 - 319	260	262	165	42	215 - 318	260	261	

Definition CALCULATING MACHINE OR COMPTOMETER OPERATOR - Operates comptometer or calculating machines in checking of Duties: extensions and additions on invoices, statements, etc., and in computing taxes, discounts, payrolls, interest, etc. Emphasis on machine operation, but work may involve minor clerical duties as well.

MONTHLY SALARY AND WAGE RATES

13

MONTHLY EARNINGS, SHAREHOLDERS' AND WAGE RATES																
ALBERTA				CALGARY				EDMONTON								
Size of Firm (based on Total Employees)																
and	M - Male F - Female	No. Employed	No. of Firms	Range	Median Rate	Weighted Average	No. Employed	No. of Firms	Range	Median Rate	Weighted Average	No. Employed	No. of Firms	Range	Median Rate	Weighted Average
Type of Firm Reporting																
				\$	\$	\$			\$	\$	\$			\$	\$	\$
SIZE OF FIRM	BOOKKEEPING MACHINE OPERATOR															
1 - 39	F	75	61	195 - 305	240	240	22	21	225 - 305	253	262	22	20	195 - 300	240	246
40 - 99	F	89	59	195 - 308	250	249	49	30	195 - 308	250	250	21	18	200 - 307	260	257
100 - 399	M	9	5	225 - 300	250	259	-	-	-	-	-	-	-	-	-	-
	F	130	54	200 - 310	257	254	72	24	200 - 310	250	251	52	25	209 - 310	260	258
400 +	M	9	3	227 - 330	281	281	-	-	-	-	-	-	-	-	-	-
	F	93	20	195 - 310	260	256	-	-	-	-	-	83	14	195 - 310	258	254
TYPE OF FIRM REPORTING																
Manufacturing	M	9	6	225 - 330	260	270	-	-	-	-	-	4	4	227 - 330		293
Manufacturing	F	65	44	195 - 310	270	268	25	17	220 - 310	268	269	34	22	195 - 310	275	268
Oil Firms	F	22	14	225 - 300	277	272	13	10	240 - 300	285	278	8	3	225 - 295	268	262
Public Service	F	19	3	200 - 290	270	265	-	-	-	-	-	-	-	-	-	-
Department Store	F	17	7	217 - 310	260	255	-	-	-	-	-	15	5	217 - 310	260	256
Wholesale Firms	F	57	42	195 - 307	251	253	25	18	210 - 305	251	262	20	15	200 - 307	262	258
Automotive Firms	F	28	19	200 - 310	250	249	9	6	220 - 285	250	252	12	7	225 - 310	260	263
Financial Firms	F	129	27	196 - 300	233	235	56	10	200 - 300	234	238	51	9	200 - 281	233	238
Retail Firms	F	26	21	195 - 300	250	247	13	11	195 - 300	250	246	8	7	209 - 300	252	251
Institution	F	12	8	199 - 305	255	249			-	-	-	7	3	199 - 300	244	242
Construction	F	12	9	235 - 300	255	259	6	4	235 - 300	255	262	6	5	240 - 300	250	257
Summary	M	22	12	221 - 330	267	270	12	3	225 - 325	273	272	8	7	221 - 330	255	269
Summary	F	387	194	195 - 310	250	251	148	77	195 - 310	250	253	178	77	195 - 310	260	255
SIZE OF FIRM	OFFICE EQUIPMENT MECHANIC															
1 - 39	M	32	5	180 - 524	350	353	-	-	-	-	-	-	-	-	-	-
TYPE OF FIRM REPORTING																
Retail Firms	M	55	6	180 - 524	350	363	-	-	-	-	-	33	4	180 - 520	335	356
Summary	M	60	8	180 - 524	350	362	-	-	-	-	-	37	5	180 - 520	315	356

MONTHLY SALARY AND WAGE RATES

ALBERTA																
C A L G A R Y																
E D M O N T O N																
Size of Firm (based on Total Employees)	M - Male F - Female	No. Employed	No. of Firms	Range	Median Rate	Weighted Average	No. Employed	No. of Firms	Range	Median Rate	Weighted Average	No. Employed	No. of Firms	Range	Median Rate	Weighted Average
Type of Firm Reporting																
				\$	\$	\$			\$	\$	\$			\$	\$	\$
BILLING MACHINE OPERATOR																
SIZE OF FIRM																
1 - 39	F	14	11	200 - 270	240	236	4	3	242 - 270		257	7	5	200 - 270	217	224
40 - 99	F	1	10	215 - 290	240	242	8	1	215 - 290	249	249	-	-	-	-	-
100 - 399	M	3	3	313 - 350		334	-	-	-	-	-	-	-	-	-	-
400 +	F	25	16	200 - 286	260	250	5	3	202 - 286	277	265	14	9	200 - 281	257	250
	F	3	11	212 - 307	251	256	6	3	262 - 307	306	292	50	7	212 - 307	250	254
TYPE OF FIRM REPORTING																
Manufacturing	M	5	5	285 - 350	313	311	-	-	-	-	-	-	-	-	-	-
Manufacturing	F	16	13	200 - 300	260	254	3	3	249 - 290		268	11	8	200 - 300	260	256
Oil Firms	F	5	3	245 - 295	250	275	-	-	-	-	-	-	-	-	-	-
Public Service	F	26	4	210 - 236	225	226	-	-	-	-	-	-	-	-	-	-
Department Store	F	31	8	235 - 307	277	274	9	3	262 - 307	281	285	21	4	235 - 307	277	269
Wholesale Firms	F	17	12	200 - 270	240	237	3	6	215 - 270	245	243	8	5	200 - 270	225	231
Retail Firms	F	7	6	200 - 265	217	224	-	-	-	-	-	4	3	200 - 265		222
Summary	M	6	6	285 - 350	311	315	-	-	-	-	-	-	-	-	-	-
Summary	F	100	48	200 - 307	250	251	24	16	202 - 307	265	265	73	23	200 - 307	248	249
KEYPUNCH AND/OR VERIFIER OPERATOR																
SIZE OF FIRM																
1 - 39	F		7	235 - 300	250	261	-	-	-	-	-	5	5	235 - 295	245	253
40 - 99	F	16	11	230 - 325	285	279	7	5	235 - 325	275	279	9	6	230 - 310	290	278
100 - 399	F	91	26	230 - 325	275	271	33	13	245 - 325	275	283	58	13	230 - 321	260	265
400 +	F	176	14	230 - 325	280	281	41	5	254 - 320	279	285	115	8	230 - 324	272	277
TYPE OF FIRM REPORTING																
Manufacturing	F	16	4	230 - 303	284	276	-	-	-	-	-	8	3	230 - 300	271	266
Oil Firms	F	107	20	230 - 325	284	281	35	14	235 - 325	284	283	52	5	230 - 321	273	275
Public Service	F	100	8	236 - 324	272	279	26	3	260 - 320	276	284	74	5	236 - 324	271	278
Wholesale Firms	F	15	8	240 - 325	275	272	6	3	253 - 325	268	277	9	5	240 - 303	260	268
Automotive Firms	F	3	3	230 - 275		255	-	-	-	-	-	3	3	230 - 275		255
Financial Firms	F	33	5	230 - 315	260	264	-	-	-	-	-	33	5	230 - 315	260	264
Retail Firms	F	12	6	230 - 325	285	283	7	3	245 - 325	295	289	5	3	230 - 289	285	274
Institution	F	3	3	230 - 250		240	-	-	-	-	-	3	3	230 - 250		240
Summary	M	5	3	270 - 350	285	302	-	-	-	-	-	-	-	-	-	-
Summary	F	290	58	230 - 325	275	277	83	25	235 - 325	279	283	187	32	230 - 324	270	273

Definition: BILLING MACHINE OPERATOR - Prepares invoices or monthly bills from accounting records prepared by others, checking accuracy and completeness of billing data in course of work. Operates electrically-powered or manual type machine. Sorts copies of prepared bills for appropriate distribution. Majority of time is spent in typing bills.

Definition: KEYPUNCH AND/OR VERIFIER OPERATOR - Transfers information from source documents onto a system of punch card records by means of a keypunch machine. The prime responsibility is for rapid and accurate operation. May also operate a verifier. Does not include full time supervisory positions.

ALBERTA																
CALGARY																
EDMONTON																
Size of Firm (based on Total Employees)																
and	M - Male F - Female	No. Employed	No. of Firms	Range	Median Rate	Weighted Average	No. Employed	No. of Firms	Range	Median Rate	Weighted Average	No. Employed	No. of Firms	Range	Median Rate	Weighted Average
Type of Firm Reporting																
				\$	\$	\$			\$	\$	\$			\$	\$	\$
SIZE OF FIRM	TABULATING MACHINE OPERATOR (JUNIOR)															
100 - 399	M	12	7	225 - 388	275	293	6	4	225 - 388	337	317	6	3	231 - 285	275	269
400 +	M	26	9	225 - 399	303	314	11	4	267 - 399	348	356	13	4	225 - 327	275	281
TYPE OF FIRM REPORTING																
Manufacturing	M	3	3	225 - 350		281	-	-	-	-	-	-	-	-	-	-
Manufacturing	F	3	3	227 - 310		279	-	-	-	-	-	-	-	-	-	-
Oil Firms	M	15	5	225 - 339	290	288	4	3	225 - 339		284	-	-	-	-	-
Public Service	M	13	4	249 - 399	365	352	-	-	-	-	-	-	-	-	-	-
Wholesale Firms	M	3	3	225 - 285		252	-	-	-	-	-	-	-	-	-	-
Summary	M	40	18	225 - 399	293	304	19	10	225 - 399	348	331	19	7	225 - 327	275	277
Summary	F	8	7	227 - 310	241	254	3	3	231 - 300		262	5	4	227 - 310	231	250
TABULATING MACHINE OPERATOR																
SIZE OF FIRM																
40 - 99	M	6	4	335 - 514	375	401	-	-	-	-	-	-	-	-	-	-
100 - 399	M	12	9	305 - 500	370	388	9	7	340 - 500	420	413	-	-	-	-	-
	F	19	4	204 - 340	225	242	-	-	-	-	-	-	-	-	-	-
400 +	M	24	9	319 - 474	400	402	12	4	358 - 474	429	421	8	4	325 - 463	396	394
TYPE OF FIRM REPORTING																
Manufacturing	M	8	3	325 - 463	399	399	-	-	-	-	-	-	-	-	-	-
Oil Firms	M	15	8	319 - 500	388	409	9	6	370 - 500	429	431	-	-	-	-	-
Wholesale Firms	M	4	3	335 - 514		390	-	-	-	-	-	-	-	-	-	-
Summary	M	42	22	305 - 514	396	398	22	12	340 - 514	425	422	15	8	305 - 463	375	368
Summary	F	24	8	204 - 367	233	256	5	4	260 - 335	295	299	19	4	204 - 367	225	245

Definition: TABULATING MACHINE OPERATOR (JUNIOR) - This is a junior position requiring training but not experience. Operates such machines as sorter, collator, tabulator, interpreter, and reproducing punch either to prepare data for computer processing or to carry out complete card operations. Wires simple plug board and makes minor adjustments to the equipment

Definition: TABULATING MACHINE OPERATOR - Duties similar to Tabulating Machine Operator (Junior) but through greater experience and ability handles more complex operations and works with greater independence. May assist junior operators on particular applications and give them training as required.

MONTHLY SALARY AND WAGE RATES																
				ALBERTA			CALGARY					EDMONTON				
Size of Firm (based on Total Employees)	M - Male F - Female	No. Employed	No. of Firms	Range	Median Rate	Weighted Average	No. Employed	No. of Firms	Range	Median Rate	Weighted Average	No. Employed	No. of Firms	Range	Median Rate	Weighted Average
and																
Type of Firm Reporting																
				\$	\$	\$			\$	\$	\$			\$	\$	\$
	TABULATING MACHINE SUPERVISOR															
SIZE OF FIRM																
40 - 99	M	4	4	400 - 615		483	-	-	-	-	-	-	-	-	-	-
100 - 399	M	7	7	403 - 705	480	513	6	6	403 - 705	480	525	-	-	-	-	-
	F	3	3	328 - 425		368	-	-	-	-	-	-	-	-	-	-
400 +	M	13	11	412 - 680	500	509	4	4	459 - 576		534	6	5	455 - 680	510	529
TYPE OF FIRM REPORTING																
Manufacturing	M	4	4	498 - 680		552	-	-	-	-	-	3	3	498 - 680		559
Oil Firms	M	9	8	412 - 705	569	543	6	6	485 - 705	596	597	-	-	-	-	-
Public Service	M	5	4	403 - 520	459	471	-	-	-	-	-	-	-	-	-	-
Wholesale Firms	M	3	3	433 - 450		441	-	-	-	-	-	-	-	-	-	-
Summary	M	24	22	400 - 705	480	506	12	12	403 - 705	508	532	9	8	400 - 680	498	494
Summary	F	6	5	310 - 495	388	397	-	-	-	-	-	5	4	310 - 495	350	392
	CONSOLE OPERATOR															
SIZE OF FIRM																
100 - 399	M	9	5	383 - 502	400	413	-	-	-	-	-	7	3	389 - 502	400	415
400 +	M	12	5	383 - 520	430	443	-	-	-	-	-	8	4	383 - 520	422	446
TYPE OF FIRM REPORTING																
Oil Firms	M	13	6	383 - 502	425	432	7	4	383 - 490	425	436	-	-	-	-	-
Public Service	M	5	3	383 - 520	495	463	-	-	-	-	-	5	3	383 - 520	495	463
Public Service	F	4	3	320 - 520		434	-	-	-	-	-	-	-	-	-	-
Summary	M	28	14	330 - 520	423	432	12	6	375 - 500	430	440	16	8	330 - 520	409	425
Summary	F	6	5	285 - 520	386	395	3	3	320 - 422		364	-	-	-	-	-
	COMPUTER PROGRAMMER															
SIZE OF FIRM																
100 - 399	M	15	10	400 - 650	550	533	10	6	420 - 600	525	517	5	4	400 - 650	650	565
400 +	M	21	7	403 - 629	506	505	12	4	506 - 629	534	552	-	-	-	-	-

Definition TABULATING MACHINE SUPERVISOR - Supervises a group of employees operating tabulating machines and auxiliary equipment either to prepare data for computer processing or to carry out complete card operations. May assist in setting up other procedures within the organization. Schedules work so as to complete assignments with a minimum number of machine operations. Wires complete tabulating machine plug boards and supervises training of new employees.

Definition CONSOLE OPERATOR - Operates a computer and on-line input output units by following the procedures as laid out in the manual of operation. This includes readying the equipment, loading the programmes and the ability to carry out restart procedures as well as error routines. May or may not have a knowledge of programming.

Definition COMPUTER PROGRAMMER - Develops and prepares diagrammatic plans and instructions for solution of business, scientific and technical problems by electronic data processing equipment. Designs detailed programs and flow charts, indicating the necessary sequence of machine operations. Tests and proves out programs. Prepares instruction sheets for console operator.

ALBERTA																		
Size of Firm (based on Total Employees)																		
and	M - Male F - Female	No. Employed	No. of Firms	Range	Median Rate	Weighted Average	No. Employed	No. of Firms	Range	Median Rate	Weighted Average	No. Employed	No. of Firms	Range	Median Rate	Weighted Average		
Type of Firm Reporting																		
				\$	\$	\$			\$	\$	\$			\$	\$	\$		
TYPE OF FIRM REPORTING	COMPUTER PROGRAMMER (Continued)																	
	Oil Firms	M	24	9	403 - 640	529	524	13	5	450 - 629	588	560	7	3	424 - 640	500	511	
	Retail Firms	M	19	5	475 - 650	525	547	14	3	475 - 650	525	541	-	-	-	-	-	
	Summary	M	57	21	400 - 650	515	519	35	12	420 - 650	525	538	18	8	400 - 650	488	501	
Summary	F	6	5	325 - 420	398	389	-	-	-	-	-	5	4	325 - 420	400	392		
SIZE OF FIRM	SYSTEMS AND METHODS ANALYST																	
	1 - 39	M	5	3	516 - 650	550	563	-	-	-	-	-	-	-	-	-		
	40 - 99	M	9	3	550 - 825	775	729	9	3	550 - 825	775	729	-	-	-	-		
	100 - 399	M	14	8	500 - 800	605	636	8	6	525 - 800	700	679	-	-	-	-		
400 +	M	21	8	500 - 734	617	616	-	-	-	-	-	12	6	500 - 733	655	628		
TYPE OF FIRM REPORTING																		
	Manufacturing	M	6	4	500 - 625	575	566	-	-	-	-	-	4	3	500 - 625		561	
	Oil Firms	M	16	5	502 - 800	601	628	12	4	505 - 800	613	640	-	-	-	-		
	Public Service	M	11	5	540 - 795	655	663	-	-	-	-	-	8	3	540 - 733	655	662	
	Retail Firms	M	8	3	575 - 825	725	714	8	3	575 - 825	725	714	-	-	-	-		
Summary	M	49	22	500 - 825	617	637	29	13	505 - 825	650	661	20	9	500 - 733	608	603		
SIZE OF FIRM	PERSONNEL OFFICER OR TECHNICIAN																	
	1 - 39	M	6	5	515 - 700	580	602	-	-	-	-	-	-	-	-	-		
	40 - 99	M	9	8	480 - 712	634	624	4	3	500 - 701		600	4	4	634 - 712		684	
	100 - 399	M	23	19	500 - 725	590	595	10	9	500 - 725	613	614	12	9	507 - 725	557	582	
400 +	M	36	14	455 - 732	608	584	8	4	460 - 695	628	594	26	8	455 - 732	608	585		
	F	7	3	277 - 570	346	371	-	-	-	-	-	-	-	-	-	-		

Definition SYSTEMS AND METHODS ANALYST - Analyzes the organization served in terms of computer system requirements, and of Duties: develops procedures to process data by means of data processing equipment. Confers with technical personnel and senior officials to determine applications to be handled and problems arising. Prepares definition of problem together with equipment needed for its solution, from which programmer prepares flow charts and computer instructions. May devise data verification methods and establishes standards for preparation of operating instructions. May co-ordinate and participate in the preparation of programs.

Definition PERSONNEL OFFICER OR TECHNICIAN - Performs responsible technical personnel work in such fields as recruitment and selection, job classification and salary administration, organization and method studies, and employee training. Prepares and rates tests, conducts job audits and writes job descriptions, gathers and analyzes pay data, charts and analyzes business methods. Position requires university graduate in related field with one or two years experience in personnel administration. In large companies would report to the Personnel Manager.

MONTHLY SALARY AND WAGE RATES

MONTHLY SALARY AND WAGE RATES																
ALBERTA																
CALGARY																
EDMONTON																
Size of Firm (based on Total Employees)																
and	M - Male F - Female	No. Employed	No. of Firms	Range	Median Rate	Weighted Average	No. Employed	No. of Firms	Range	Median Rate	Weighted Average	No. Employed	No. of Firms	Range	Median Rate	Weighted Average
Type of Firm Reporting																
				\$	\$	\$			\$	\$	\$			\$	\$	\$
TYPE OF FIRM REPORTING	PERSONNEL OFFICER OR TECHNICIAN (Continued)															
Manufacturing	M	13	10	520 - 732	585	603	-	-	-	-	-	8	6	520 - 732	611	614
Oil Firms	M	15	13	500 - 725	631	626	12	10	500 - 725	628	615	3	3	575 - 725		668
Public Service	M	33	12	455 - 712	548	575	6	3	523 - 635	612	594	26	8	455 - 712	529	573
Department Store	F	8	4	277 - 411	346	340	-	-	-	-	-	-	-	-	-	-
Retail Firms	M	3	3	480 - 700		570	-	-	-	-	-	-	-	-	-	-
Institution	M	4	4	460 - 700		596	-	-	-	-	-	-	-	-	-	-
Summary	M	74	46	455 - 732	597	594	24	18	460 - 725	612	598	43	22	455 - 732	600	593
Summary	F	16	6	277 - 570	348	377	-	-	-	-	-	-	-	-	-	-
SIZE OF FIRM	ECONOMIST-STATISTICIAN (BEGINNING LEVEL)															
100 - 399	M	3	3	425 - 650		515	3	3	425 - 650		515	-	-	-	-	-
TYPE OF FIRM REPORTING																
Oil Firms	M	5	4	425 - 650	510	548	5	4	425 - 650	510	548	-	-	-	-	-
Summary	M	7	6	403 - 650	503	516	7	6	403 - 650	503	516	-	-	-	-	-
SIZE OF FIRM	ECONOMIST-STATISTICIAN															
100 - 399	M	7	6	500 - 775	725	700	7	6	500 - 775	725	700	-	-	-	-	-
400 +	M	7	3	545 - 715	600	720	-	-	-	-	-	-	-	-	-	-
TYPE OF FIRM REPORTING																
Oil Firms	M	4	4	600 - 775		706	4	4	600 - 775		706	-	-	-	-	-
Summary	M	18	11	500 - 775	652	641	12	9	500 - 775	682	649	-	-	-	-	-
SIZE OF FIRM	ACCOUNTANT															
1 - 39	M	28	26	450 - 625	530	526	11	10	450 - 600	525	522	12	12	450 - 625	503	524
	F	3	3	300 - 520		398	-	-	-	-	-	-	-	-	-	-
40 - 99	M	25	22	440 - 667	545	543	15	13	449 - 667	550	551	7	6	440 - 650	515	531
	F	3	3	285 - 450		365	-	-	-	-	-	-	-	-	-	-
100 - 399	M	77	31	430 - 700	550	560	55	20	435 - 700	565	572	17	7	430 - 625	535	522
400 +	M	78	19	431 - 650	545	532	29	7	442 - 628	535	520	49	12	431 - 650	548	538

Definition of Duties: ECONOMIST-STATISTICIAN (Beginning Level) - This position requires incumbent to hold a university degree in commerce, economics, mathematics or related field. Performs beginning level professional work in economics and/or statistics.

Definition of Duties: ECONOMIST-STATISTICIAN - Performs professional work in economics and/or statistics. Position requires university graduate with two to five years experience in related field. Organizes surveys, designs forms and procedures, reviews raw material, collects, interprets, and analyzes economic, financial, and social data, presents reports and recommendations. Gives advice and assistance in the analysis of costs, profits, and similar statistics. Supervises clerical staff and gives direction to key punch and tabulating machine operators where necessary.

Definition of Duties: ACCOUNTANT - Duties include preparation of financial statements and balance sheets, setting up new accounts and ledgers, preparing budgets, signing cheques, requisitions, and other vouchers. Supervises a group of clerical workers operating the accounting system. Little experience is necessary provided that the incumbent possesses a commerce degree, or membership in a recognized accounting society.

MONTHLY SALARY AND WAGE RATES																	
ALBERTA																	
CALGARY																	
EDMONTON																	
Size of Firm (based on Total Employees)																	
and	M - Male F - Female	No. Employed	No. of Firms	Range	Median Rate	Weighted Average	No. Employed	No. of Firms	Range	Median Rate	Weighted Average	No. Employed	No. of Firms	Range	Median Rate	Weighted Average	
Type of Firm Reporting																	
				\$	\$	\$			\$	\$	\$			\$	\$	\$	
TYPE OF FIRM REPORTING	ACCOUNTANT (Continued)																
	Manufacturing	M	40	28	442 - 675	538	536	17	12	442 - 635	535	534	15	10	460 - 650	520	533
	Oil Firms	M	77	22	433 - 700	537	548	65	19	435 - 700	555	555	12	3	433 - 625	488	508
	Public Service	M	47	8	431 - 650	557	544	11	4	483 - 629	557	541	35	3	431 - 650	570	544
	Wholesale Firms	M	10	10	430 - 667	537	528	4	4	450 - 667		529	5	5	430 - 600	535	524
	Automotive Firms	M	6	6	450 - 700	570	578	3	3	550 - 700		633	-	-	-	-	-
	Financial Firms	M	5	4	440 - 575	550	520	-	-	-		-	4	3	440 - 575		506
	Retail Firms	M	10	7	500 - 675	557	560	5	3	515 - 675	555	579	5	4	500 - 600	515	540
	Institution	M	5	5	485 - 575	500	513	-	-	-		-	4	4	485 - 575		515
	Construction	M	8	8	450 - 625	525	523	4	4	450 - 525		491	3	3	450 - 625		558
	Summary	M	208	98	420 - 700	545	543	110	50	435 - 700	550	550	85	37	430 - 650	545	532
	Summary	F	10	10	285 - 650	454	454	4	4	458 - 650		550	3	3	300 - 570		440
	CHIEF ACCOUNTANT																
SIZE OF FIRM																	
1 - 39	M	28	28	475 - 975	663	679	15	15	475 - 975	675	689	9	9	487 - 925	675	697	
40 - 99	M	27	27	480 - 885	650	656	13	13	520 - 885	650	677	10	10	480 - 770	650	653	
100 - 399	M	27	26	475 - 950	650	688	13	13	540 - 950	793	763	12	11	475 - 865	568	611	
400 +	M	21	8	550 - 975	727	729	-	-	-		-	15	6	550 - 975	727	743	
TYPE OF FIRM REPORTING																	
Manufacturing	M	26	26	480 - 975	650	672	8	8	530 - 900	625	678	13	13	515 - 975	670	684	
Oil Firms	M	28	24	600 - 975	755	755	25	21	600 - 975	750	741	3	3	825 - 925		872	
Public Service	M	14	5	550 - 946	713	730	-	-	-		-	11	2	550 - 946	727	725	
Wholesale Firms	M	5	5	475 - 732	619	610	-	-	-		-	3	3	525 - 732		652	
Automotive Firms	M	7	7	475 - 687	500	531	-	-	-		-	-	-	-	-	-	
Financial Firms	M	5	5	487 - 770	608	607	-	-	-		-	3	3	487 - 770		636	
Retail Firms	M	9	8	500 - 950	650	663	3	3	540 - 950		758	5	4	500 - 675	600	588	
Construction	M	8	8	550 - 850	650	667	3	3	550 - 775		658	5	5	550 - 850	650	673	
Summary	M	103	89	475 - 975	675	686	47	43	475 - 975	687	707	46	36	475 - 975	664	680	

Definition: **CHIEF ACCOUNTANT**- Directs an advanced and extensive accounting programme that requires solution of difficult accounting problems. Consults with other senior officials and plans the accounting procedures necessary to achieve objectives. Supervises an accounting division which consists of professional and clerical subordinates. Extensive experience and professional accounting qualifications are required.

MONTHLY SALARY AND WAGE RATES

ALBERTA																	CALGARY						EDMONTON					
Size of Firm (based on Total Employees)																												
and	M - Male F - Female	No. Employed	No. of Firms	Range	Median Rate	Weighted Average	No. Employed	No. of Firms	Range	Median Rate	Weighted Average	No. Employed	No. of Firms	Range	Median Rate	Weighted Average												
Type of Firm Reporting																												
				\$	\$	\$			\$	\$	\$			\$	\$	\$												
SIZE OF FIRM	NON-PROFESSIONAL ACCOUNTANT - OFFICE SUPERVISOR																											
	1 - 39	M	63	63	390 - 700	498	501	22	22	400 - 700	537	537	30	30	390 - 656	478	487											
		F	18	18	217 - 500	370	365	10	10	275 - 465	397	394	6	6	217 - 500	314	324											
	40 - 99	M	43	39	383 - 690	522	521	22	21	383 - 690	500	505	12	9	400 - 690	554	560											
		F	8	8	275 - 500	403	392	3	3	275 - 500		359	-	-	-	-	-											
	100 - 399	M	76	33	383 - 700	525	542	37	13	400 - 690	545	557	35	16	415 - 700	514	530											
		F	4	4	314 - 445		372	-	-	-	-	-	-	-	-	-	-											
	400 +	M	32	10	403 - 700	509	520	10	4	438 - 700	506	525	21	5	403 - 685	509	514											
	F	14	4	374 - 488	442	430	-	-	-	-	-	13	3	374 - 488	444	429												
TYPE OF FIRM REPORTING																												
Manufacturing	M	27	27	425 - 690	521	541	8	8	476 - 690	581	571	15	15	433 - 690	541	543												
Manufacturing	F	6	6	217 - 500	418	385	-	-	-	-	-	4	4	217 - 500		397												
Oil Firms	M	52	19	433 - 700	578	576	34	15	490 - 700	579	589	18	4	433 - 700	535	553												
Oil Firms	F	3	3	400 - 465		433	3	3	400 - 465		433	-	-	-	-	-												
Public Service	M	31	7	383 - 685	506	492	-	-	-	-	-	21	3	403 - 685	509	495												
Wholesale Firms	M	32	26	383 - 641	500	504	15	11	383 - 641	500	503	12	10	415 - 628	517	517												
Wholesale Firms	F	3	3	275 - 395		327	-	-	-	-	-	-	-	-	-	-												
Automotive Firms	M	11	11	400 - 700	500	508	4	4	400 - 550		481	3	3	440 - 700		580												
Automotive Firms	F	3	3	315 - 375		347	-	-	-	-	-	-	-	-	-	-												
Financial Firms	M	16	13	400 - 650	495	495	4	4	450 - 609		514	10	7	400 - 650	467	487												
Retail Firms	M	24	22	387 - 693	470	484	8	7	387 - 693	463	499	12	11	390 - 550	445	459												
Retail Firms	F	6	6	275 - 425	320	335	5	5	275 - 425	314	337	-	-	-	-	-												
Institution	M	7	7	400 - 650	455	492	-	-	-	-	-	3	3	400 - 650		540												
Institution	F	6	6	315 - 465	430	418	-	-	-	-	-	-	-	-	-	-												
Construction	M	13	12	400 - 650	500	508	8	7	400 - 600	468	486	4	4	500 - 650		560												
Construction	F	3	3	303 - 500		376	-	-	-	-	-	-	-	-	-	-												
Summary	M	214	145	383 - 700	511	522	91	60	383 - 700	522	536	98	60	390 - 700	510	517												
Summary	F	40	30	303 - 500	403	404	16	14	303 - 500	398	352	19	9	303 - 500	403	416												

Definition of Duties: NON-PROFESSIONAL ACCOUNTANT - OFFICE SUPERVISOR - Prepares balance sheets and financial statements. Sets up new accounts and ledgers, prepares budgets, supervises a group of clerical workers engaged in accounting and bookkeeping duties. Incumbent does not possess a recognized accounting qualification but due to experience is able to perform duties closely related to those of a professional accountant.

MONTHLY SALARY AND WAGE RATES													
ALBERTA													
CALGARY													
EDMONTON													
Size of Firm (based on Total Employees)	M - Male F - Female	No. Employed	No. of Firms	Range		Median Rate		Weighted Average		No. Employed	No. of Firms	Range	
and Type of Firm Reporting													
				\$	\$	\$	\$	\$	\$			\$	\$
OFFICE MANAGER OR ADMINISTRATIVE ASSISTANT													
SIZE OF FIRM													
1 - 39	M	60	53	400 - 825	563	579	16	16	450 - 770	640	618	27	21
	F	5	5	405 - 550	425	443	-	-	-	-	-	4	4
40 - 99	M	36	30	400 - 823	584	609	19	15	400 - 823	650	648	13	11
100 - 399	M	45	33	450 - 850	600	603	12	9	450 - 850	672	667	27	19
	F	5	4	433 - 540	470	481	-	-	-	-	-	4	3
400 +	M	56	17	455 - 866	570	592	20	7	498 - 866	570	602	33	9
TYPE OF FIRM REPORTING													
Manufacturing	M	31	26	433 - 866	585	598	9	8	433 - 866	725	657	13	12
Manufacturing	F	3	3	411 - 550		487	-	-	-	-	-	-	-
Oil Firms	M	17	13	547 - 820	710	693	15	11	547 - 820	725	694	-	-
Public Service	M	51	17	455 - 822	570	602	17	6	507 - 747	570	573	33	10
Department Store	M	5	3	455 - 693	498	559	-	-	-	-	-	5	3
Wholesale Firms	M	24	22	400 - 825	519	554	9	9	400 - 823	538	569	11	9
Automotive Firms	M	12	12	400 - 750	500	550	-	-	-	-	-	7	7
Financial Firms	M	30	18	400 - 825	557	573	5	5	450 - 806	625	611	19	8
Retail Firms	M	7	6	424 - 585	515	513	-	-	-	-	-	5	4
Institution	M	6	6	450 - 600	567	550	-	-	-	-	-	-	-
Institution	F	3	3	425 - 460		445	-	-	-	-	-	-	-
Construction	M	14	10	450 - 850	675	655	10	6	450 - 850	700	678	3	3
Summary	M	197	133	400 - 866	575	594	67	47	400 - 866	615	631	100	60
Summary	F	12	11	405 - 550	453	460	-	-	-	-	-	10	9
BUYER OR PURCHASING ASSISTANT													
SIZE OF FIRM													
1 - 39	M	44	38	290 - 600	422	437	15	11	290 - 591	403	431	15	13
	F	3	3	250 - 385		320	3	3	250 - 385		320	-	-
40 - 99	M	35	22	281 - 600	400	412	20	11	300 - 600	400	407	9	8
	F	5	3	325 - 425	325	350	-	-	-	-	-	-	-
100 - 399	M	52	37	290 - 615	437	448	22	17	315 - 575	446	442	27	17
400 +	M	28	17	290 - 601	459	457	8	4	409 - 563	459	473	18	11

Definition: OFFICE MANAGER OR ADMINISTRATIVE ASSISTANT - Either supervises a large office with more than 15 employees, or of Duties: works with limited supervisory responsibility, on a technical or staff function, as an assistant to a senior executive. Responsible for developing and improving work methods within the field of operations. This position could be filled by a commerce graduate with one or two years experience.

Definition: BUYER OR PURCHASING ASSISTANT - Conducts routine purchasing duties including analysis of market conditions, evaluation of quality and suitability and determination of the best and most economical purchases. These employees are restricted as to the variety and quantity of materials, supplies, and equipment with which they deal, and receive supervision from senior buyers with regard to departures from routine procedure.

MONTHLY SALARY AND WAGE RATES

ALBERTA																	
CALGARY																	
EDMONTON																	
Size of Firm (based on Total Employees)																	
and	M - Male F - Female	No. Employed	No. of Firms	Range	Median Rate	Weighted Average	No. Employed	No. of Firms	Range	Median Rate	Weighted Average	No. Employed	No. of Firms	Range	Median Rate	Weighted Average	
Type of Firm Reporting				\$	\$	\$			\$	\$	\$			\$	\$	\$	
TYPE OF FIRM REPORTING	BUYER OR PURCHASING ASSISTANT (Continued)																
	Manufacturing	M	41	34	290 - 615	450	442	11	8	340 - 563	450	458	22	18	290 - 615	440	435
	Oil Firms	M	13	12	400 - 585	516	508	12	11	400 - 575	508	501	-	-	-	-	-
	Public Service	M	13	6	380 - 601	520	500	-	-	-	-	-	8	3	380 - 545	520	497
	Department Store	M	6	3	281 - 403	368	365	-	-	-	-	-	-	-	-	-	-
	Wholesale Firms	M	53	31	290 - 606	400	425	26	13	290 - 600	375	394	22	14	319 - 606	430	451
	Retail Firms	M	9	8	350 - 575	403	428	3	3	400 - 433		412	4	3	350 - 575		480
	Retail Firms	F	5	3	250 - 325	325	310	5	3	250 - 325	325	310	-	-	-	-	-
	Institution	M	10	8	290 - 470	368	372	-	-	-	-	-	4	4	300 - 470		408
	Construction	M	11	9	335 - 600	450	459	6	5	335 - 591	425	440	5	4	400 - 600	475	482
	Summary	M	159	114	281 - 615	433	438	65	43	290 - 600	439	432	69	49	290 - 615	450	451
	Summary	F	11	7	250 - 425	325	323	7	5	250 - 385	325	326	-	-	-	-	-
SENIOR BUYER OR PURCHASING AGENT																	
SIZE OF FIRM																	
1 - 39	M	32	31	390 - 710	494	498	11	11	400 - 710	498	516	9	9	390 - 600	498	495	
40 - 99	M	58	25	400 - 700	620	573	12	12	400 - 668	515	527	41	8	400 - 700	620	593	
100 - 399	M	48	38	400 - 712	550	549	19	14	425 - 712	575	589	23	18	415 - 710	500	533	
400 +	M	15	13	475 - 685	600	596	4	4	558 - 685		620	11	9	475 - 684	600	587	
TYPE OF FIRM REPORTING																	
Manufacturing	M	70	31	400 - 700	620	580	14	10	425 - 700	550	557	49	14	400 - 684	620	585	
Oil Firms	M	16	15	452 - 712	625	621	11	10	525 - 712	613	629	5	5	452 - 710	637	603	
Public Service	M	10	8	445 - 657	553	541	-	-	-	-	-	6	4	445 - 657	558	548	
Wholesale Firms	M	27	25	390 - 693	475	473	9	9	400 - 520	450	456	11	9	400 - 693	490	508	
Retail Firms	M	8	8	390 - 660	499	499	-	-	-	-	-	4	4	390 - 660		512	
Institution	M	6	6	400 - 650	473	501	-	-	-	-	-	-	-	-	-	-	
Construction	M	11	11	440 - 700	575	572	7	7	440 - 700	575	600	4	4	450 - 600		524	
Summary	M	153	107	390 - 712	565	552	46	41	400 - 712	556	558	84	44	390 - 710	620	565	
Summary	F	5	4	300 - 600	375	417	-	-	-	-	-	-	-	-	-	-	

Definition SENIOR BUYER OR PURCHASING AGENT - Performs responsible technical work purchasing a great variety of materials, supplies and equipment in large quantities. The work is performed with considerable independence, although advice and direction are normally received from a senior buyer. In small companies may be responsible for all purchasing.

ALBERTA																
CALGARY																
EDMONTON																
Size of Firm (based on Total Employees)	M - Male F - Female	No. Employed	No. of Firms	Range	Median Rate	Weighted Average	No. Employed	No. of Firms	Range	Median Rate	Weighted Average	No. Employed	No. of Firms	Range	Median Rate	Weighted Average
and																
Type of Firm Reporting																
				\$	\$	\$			\$	\$	\$			\$	\$	\$
SIZE OF FIRM	PURCHASING DIRECTOR															
1 - 39	M	3	3	525 - 800		680	-	-	-	-	-	-	-	-	-	-
40 - 99	M	3	3	500 - 850		629	3	3	500 - 850		629	-	-	-	-	-
100 - 399	M	15	11	500 - 917	650	703	8	8	500 - 917	818	767	7	3	540 - 700	635	630
400 +	M	6	6	575 - 885	825	799	-	-	-	-	-	4	4	575 - 885		789
TYPE OF FIRM REPORTING																
Manufacturing	M	3	3	800 - 885		837	-	-	-	-	-	-	-	-	-	-
Oil Firms	M	6	6	600 - 917	856	807	6	6	600 - 917	855	807	-	-	-	-	-
Public Service	M	4	4	642 - 870		787	-	-	-	-	-	3	3	642 - 870		779
Wholesale Firms	M	8	4	500 - 700	620	600	-	-	-	-	-	-	-	-	-	-
Summary	M	27	23	500 - 917	716	714	15	15	500 - 917	800	733	11	7	540 - 885	642	687
DUPLICATING EQUIPMENT OPERATOR																
SIZE OF FIRM																
1 - 39	M	3	3	200 - 246		224	-	-	-	-	-	-	-	-	-	-
TYPE OF FIRM REPORTING																
Manufacturing	M	14	4	165 - 372	250	268	-	-	-	-	-	-	-	-	-	-
Public Service	F	8	3	250 - 315	300	290	-	-	-	-	-	-	-	-	-	-
Summary	M	24	8	165 - 392	265	276	14	4	165 - 372	262	277	9	3	200 - 392	270	277
Summary	F	7	3	250 - 315	300	286	-	-	-	-	-	-	-	-	-	-
PHOTOPRINTER																
SIZE OF FIRM																
1 - 39	M	5	3	326 - 537	346	392	-	-	-	-	-	-	-	-	-	-
40 - 99	M	4	3	364 - 510		428	4	3	364 - 510		428	-	-	-	-	-
TYPE OF FIRM REPORTING																
Manufacturing	M	9	6	326 - 537	375	408	6	5	346 - 510	391	411	-	-	-	-	-
Summary	M	12	7	260 - 537	355	373	6	5	346 - 510	391	411	-	-	-	-	-

Definition: PURCHASING DIRECTOR - Supervises a large staff of subordinate buyers in directing a programme of large scale purchasing. Allocates and reviews the work of subordinates. Establishes work methods and procedures and maintains liaison with the departments served. Works subject to limited direction from a senior executive.

Definition: DUPLICATING EQUIPMENT OPERATOR - Operates various types of stencil, electro-copy, ozalid, photostat, blueprint and multilith equipment used in the reproduction of forms, maps, letters, manuals, memoranda, and other manuscript materials. Work is performed under close supervision.

Definition: PHOTOPRINTER - Performs routine processing of exposed film and produces contact, enlarged or reduced prints. Prepares solutions, sorts, trims, mounts, and files negatives and prints. Performs minor repairs on printers, dryers, and developing equipment. Closely supervised on other than routine tasks.

ALBERTA																	CALGARY								EDMONTON							
Size of Firm (based on Total Employees)																																
and	M - Male F - Female	No. Employed	No. of Firms	Range		Median Rate		Weighted Average		No. Employed	No. of Firms	Range		Median Rate		Weighted Average		No. Employed	No. of Firms	Range		Median Rate		Weighted Average								
Type of Firm Reporting																																
					\$	\$	\$						\$	\$	\$	\$	\$					\$	\$	\$								
SIZE OF FIRM	PAPER CUTTER																															
1 - 39	M	10	7	325 - 487		455 439				-	-	-		-		-		-	6	325 - 487		455 432										
40 - 99	M	4	4	308 - 476		414				-	-	-		-		-		-	3	308 - 476		413										
TYPE OF FIRM REPORTING																																
Manufacturing	M	14	11	308 - 487		455 432				-	-	-		-		-		-	9	308 - 487		455 427										
Summary	M	16	13	300 - 487		455 416				-	-	-		-		-		-	10	300 - 487		455 409										
SIZE OF FIRM	BINDERY CLERK																															
1 - 39	M	9	4	209 - 455		284 293				-	-	-		-		-		-	3	209 - 455		285 296										
	F	27	13	187 - 301		284 263				8	3	217 - 294		290 281				18	9	187 - 301		284 258										
40 - 99	F	13	5	199 - 301		291 280				-	-	-		-		-		-	3	245 - 301		284 281										
TYPE OF FIRM REPORTING																																
Manufacturing	M	12	5	209 - 473		288 325				-	-	-		-		-		-	3	209 - 455		285 296										
Manufacturing	F	44	19	180 - 301		284 261				14	5	199 - 294		294 280				25	12	187 - 301		284 264										
Summary	M	13	6	209 - 473		286 319				-	-	-		-		-		-	4	209 - 455		284 289										
Summary	F	51	20	180 - 301		284 261				14	5	199 - 294		294 280				32	13	187 - 301		284 264										
SIZE OF FIRM	ENGINEER-IN-TRAINING																															
1 - 39	M	12	8	475 - 590		508 523				-	-	-		-		-		-	6	500 - 590		500 515										
40 - 99	M	7	3	500 - 590		550 552				-	-	-		-		-		-	-	-		-										
100 - 399	M	27	12	468 - 585		500 502				17	7	468 - 570		485 496				10	5	475 - 585		503 512										
400 +	M	115	14	462 - 595		511 517				26	5	480 - 580		534 531				81	6	462 - 595		517 514										
TYPE OF FIRM REPORTING																																
Manufacturing	M	42	8	465 - 580		505 517				14	3	485 - 580		525 528				28	5	465 - 575		500 512										
Oil Firms	M	44	11	475 - 590		500 515				27	7	475 - 574		500 518				13	3	486 - 590		517 520										
Public Service	M	61	9	462 - 595		511 514				6	3	468 - 570		503 512				51	4	462 - 595		515 514										
Construction	M	14	9	475 - 590		508 525				8	3	475 - 590		538 538				6	6	500 - 550		500 508										
Summary	M	161	37	462 - 595		505 516				55	16	468 - 590		515 523				98	18	462 - 595		504 514										

Definition PAPER CUTTER - Maintains a paper cutting machine and cuts large quantities of various types and sizes of paper, in accordance with detailed written work orders.

Definition BINDERY CLERK - Operates and maintains various types of equipment used in large scale binding operations, including punching, cornering, scoring, folding, stapling, stitching, and collating. Work is performed under general supervision from written assignments.

Definition ENGINEER-IN-TRAINING - This position requires the incumbent to hold a university degree in a field of engineering. Per- of Duties: forms beginning level, professional, office, plant, and field work.

ALBERTA																
CALGARY																
EDMONTON																
Size of Firm (based on Total Employees)																
and	M - Male F - Female	No. Employed	No. of Firms	Range	Median Rate	Weighted Average	No. Employed	No. of Firms	Range	Median Rate	Weighted Average	No. Employed	No. of Firms	Range	Median Rate	Weighted Average
Type of Firm Reporting																
				\$	\$	\$			\$	\$	\$			\$	\$	\$
	CHIEF ENGINEER (Continued)															
TYPE OF FIRM REPORTING																
Manufacturing	M	9	9	800 - 1150	892	930	3	3	800 - 1117		906	3	3	850 - 910		884
Oil Firms	M	34	24	850 - 1300	1013	1037	26	19	850 - 1300	1034	1050	8	5	860 - 1150	1000	994
Public Service	M	35	7	750 - 1122	905	932	-	-	- -	-	-	21	3	750 - 1122	905	902
Construction	M	27	17	750 - 1200	910	916	12	6	750 - 1200	975	965	15	11	750 - 1000	875	877
Summary	M	105	57	750 - 1300	938	962	-	-	- -	-	-	47	22	750 - 1150	905	908
	SURVEYOR															
SIZE OF FIRM																
100 - 399	M	3	3	425 - 572		474	-	-	- -	-	-	-	-	- -	-	-
400 +	M	31	5	425 - 655	487	527	7	3	425 - 605	545	527	-	-	- -	-	-
TYPE OF FIRM REPORTING																
Public Service	M	29	5	425 - 655	487	529	-	-	- -	-	-	24	2	433 - 655	487	527
Summary	M	35	9	425 - 655	487	523	10	6	425 - 605	546	524	-	-	- -	-	-
	ARCHITECT (INEXPERIENCED)															
SIZE OF FIRM																
1 - 39	M	5	3	400 - 600	550	530	-	-	- -	-	-	-	-	- -	-	-
TYPE OF FIRM REPORTING																
Construction	M	6	4	400 - 600	575	542	-	-	- -	-	-	-	-	- -	-	-
Summary	M	7	5	400 - 600	550	523	-	-	- -	-	-	5	3	400 - 600	564	533
	ARCHITECT (EXPERIENCED)															
SIZE OF FIRM																
1 - 39	M	10	6	500 - 1042	685	736	-	-	- -	-	-	8	5	500 - 1000	635	675
TYPE OF FIRM REPORTING																
Public Service	M	10	3	610 - 1025	685	732	-	-	- -	-	-	10	3	610 - 1025	685	732
Construction	M	18	7	500 - 1042	685	714	-	-	- -	-	-	8	5	500 - 1000	635	675
Summary	M	28	10	500 - 1042	685	721	-	-	- -	-	-	18	8	500 - 1025	678	707

Definition SURVEYOR - Performs professional survey work to sub-divide unsurveyed territory, establish control levels, and determine the legal limits of land acquired for various projects. Prepares field notes and drafts plans to form the basis of final and accurate maps, exercises supervision over a small crew of technical and labouring personnel. Incumbent must hold A.L.S. certification.

Definition ARCHITECT (Inexperienced) - Performs general architectural work concerned with the design, layout, and specifications of buildings, or alterations to existing structures. May exercise supervision over technical personnel. Projects are coordinated and reviewed by a senior architect.

Definition ARCHITECT (Experienced) - Organizes, co-ordinates, and reviews the architectural work performed on a wide variety of projects. Supervises professional subordinates and participates in complex aspects of the work.

MONTHLY SALARY AND WAGE RATES																	
ALBERTA CALGARY EDMONTON																	
Size of Firm (based on Total Employees)	ALBERTA						CALGARY						EDMONTON				
and	M - Male F - Female	No. Employed	No. of Firms	Range	Median Rate	Weighted Average	No. Employed	No. of Firms	Range	Median Rate	Weighted Average	No. Employed	No. of Firms	Range	Median Rate	Weighted Average	
Type of Firm Reporting				\$	\$	\$			\$	\$	\$			\$	\$	\$	
SIZE OF FIRM	DRAFTSMAN (BEGINNING LEVEL)																
	1 - 39	M	23	17	250 - 369	300	307	12	7	250 - 369	325	312	8	7	300 - 325	300	304
		F	5	4	225 - 314	265	272	5	4	225 - 314	265	272	-	-	-	-	-
	40 - 99	M	17	11	275 - 375	310	316	15	9	275 - 375	300	317	-	-	-	-	-
		F	4	4	250 - 325		299	4	4	250 - 325		299	-	-	-	-	-
	100 - 399	M	52	18	250 - 385	325	325	36	11	250 - 385	332	331	14	5	250 - 355	298	305
	400 +	M	84	16	249 - 385	308	315	25	5	290 - 385	354	343	50	7	249 - 358	290	304
		F	8	4	225 - 340	289	281	-	-	-	-	-	7	3	225 - 340	289	278
TYPE OF FIRM REPORTING																	
Manufacturing	M	43	17	250 - 385	330	330	27	8	275 - 385	340	336	13	7	250 - 358	325	323	
Oil Firms	M	39	18	250 - 380	300	313	23	13	250 - 380	311	318	11	4	250 - 355	319	312	
Oil Firms	F	9	7	225 - 340	258	276	6	5	225 - 320	254	270	-	-	-	-	-	
Public Service	M	70	11	249 - 378	302	313	23	3	270 - 378	348	338	42	3	249 - 345	290	296	
Construction	M	23	15	250 - 375	300	314	15	8	250 - 375	325	323	7	6	300 - 310	300	301	
Construction	F	4	4	265 - 325		298	4	4	265 - 325		298	-	-	-	-	-	
Summary	M	176	62	249 - 385	312	317	88	32	250 - 385	334	330	73	20	249 - 358	295	304	
Summary	F	19	14	225 - 340	280	279	11	10	225 - 325	300	283	8	4	225 - 340	284	273	
SIZE OF FIRM	DRAFTSMAN - SKILLED																
	1 - 39	M	52	27	365 - 500	425	428	20	12	365 - 475	425	431	28	12	375 - 500	425	428
		40 - 99	M	50	20	370 - 515	436	435	36	15	370 - 515	450	443	14	5	370 - 500	400
	100 - 399	M	113	31	360 - 515	430	431	64	18	366 - 514	437	437	48	12	360 - 515	427	423
		F	5	4	328 - 480	362	393	4	3	362 - 480		409	-	-	-	-	-
	400 +	M	175	21	360 - 513	433	428	66	10	360 - 513	446	442	93	3	360 - 510	418	421
		F	10	5	315 - 459	425	420	-	-	-	-	-	8	4	315 - 459	416	415
	TYPE OF FIRM REPORTING																
Manufacturing	M	77	25	360 - 515	425	427	32	11	400 - 515	437	439	42	12	360 - 510	413	420	
Oil Firms	M	138	43	360 - 515	436	436	96	31	365 - 514	447	443	32	11	360 - 515	432	430	
Oil Firms	F	6	4	362 - 480	437	420	6	4	362 - 480	437	420	-	-	-	-	-	
Public Service	M	105	10	360 - 495	420	420	19	4	360 - 465	420	418	81	4	360 - 495	415	418	
Public Service	F	9	5	315 - 459	416	405	-	-	-	-	-	9	5	315 - 459	416	405	
Construction	M	70	21	370 - 500	425	435	39	9	400 - 500	440	440	28	10	370 - 500	425	428	
Summary	M	390	99	360 - 515	425	430	186	55	360 - 515	440	439	183	37	360 - 515	425	422	
Summary	F	15	9	315 - 480	416	411	6	4	362 - 480	437	420	9	5	315 - 459	416	405	

Definition: **DRAFTSMAN (Beginning Level)** - Performs beginning level technical drafting work, makes tracings and drawings of engineering plans and designs (structural, mechanical, civil, etc.). Reduces field party notes, prepares maps, charts, and other drawings from rough notes and sketches. Work is checked for completeness and accuracy.

Definition: **DRAFTSMAN - SKILLED** - Performs skilled drafting work requiring a high degree of technical competence and a technical knowledge and background gained from practical experience and training in the field engaged in. May exercise some supervision over beginning level draftsman but this is not primarily a supervisory position.

MONTHLY SALARY AND WAGE RATES																	
Size of Firm (based on Total Employees)	ALBERTA						CALGARY						EDMONTON				
	M - Male F - Female	No. Employed	No. of Firms	Range	Median Rate	Weighted Average	No. Employed	No. of Firms	Range	Median Rate	Weighted Average	No. Employed	No. of Firms	Range	Median Rate	Weighted Average	
and Type of Firm Reporting																	
				\$	\$	\$			\$	\$	\$			\$	\$	\$	
SIZE OF FIRM	SENIOR DRAFTSMAN (CHECKER)																
	1 - 39	M	15	13	450 - 603	500	527	7	6	450 - 603	525	537	7	6	500 - 600	500	521
	40 - 99	M	20	14	465 - 608	557	554	14	10	470 - 608	590	571	6	4	465 - 550	525	516
	100 - 399	M	53	23	440 - 625	525	528	30	14	440 - 620	535	536	23	9	440 - 625	495	518
400 +	M	88	23	450 - 625	517	518	46	15	450 - 625	517	522	33	6	455 - 610	520	511	
TYPE OF FIRM REPORTING																	
Manufacturing	M	33	20	440 - 625	517	527	14	10	440 - 600	519	520	18	9	440 - 625	513	528	
Oil Firms	M	75	32	450 - 625	548	550	56	26	450 - 625	561	555	11	5	479 - 605	554	553	
Public Service	M	47	7	445 - 560	487	485	17	3	455 - 560	459	470	30	4	445 - 537	495	493	
Construction	M	21	14	450 - 600	525	529	10	6	450 - 600	537	548	10	7	465 - 600	500	513	
Summary	M	176	73	440 - 625	520	526	97	45	440 - 625	533	534	69	25	440 - 625	500	515	
SIZE OF FIRM	STEAM PLANT FIREMAN - Monthly Rate (dollars per month)																
	40 - 99	M	4	4	276 - 397		336	-	-	-	-	-	-	-	-	-	
	100 - 399	M	19	7	274 - 367	299	304	-	-	-	-	-	15	3	274 - 360	299	297
400 +	M	59	8	270 - 389	290	305	13	3	270 - 389	280	306	21	3	270 - 359	287	291	
TYPE OF FIRM REPORTING																	
Manufacturing	M	5	3	360 - 397	363	369	-	-	-	-	-	-	-	-	-	-	
Public Service	M	65	7	270 - 361	290	298	-	-	-	-	-	30	3	270 - 315	284	288	
Institution	M	10	7	276 - 375	307	313	-	-	-	-	-	-	-	-	-	-	
Summary	M	82	19	270 - 397	297	306	14	4	270 - 397	280	313	36	6	270 - 360	288	293	
SIZE OF FIRM	STEAM PLANT FIREMAN - Hourly Rate (cents per hour)																
	100 - 399	M	24	6	1.78 - 2.50	2.20	2.20	-	-	-	-	-	17	4	2.01 - 2.50	2.20	2.20
400 +	M	9	3	2.19 - 2.46	2.43	2.42	-	-	-	-	-	-	-	-	-	-	
TYPE OF FIRM REPORTING																	
Manufacturing	M	20	6	1.78 - 2.49	2.20	2.22	-	-	-	-	-	12	3	2.01 - 2.43	2.20	2.24	
Summary	M	34	10	1.78 - 2.50	2.24	2.25	-	-	-	-	-	26	7	1.89 - 2.50	2.24	2.26	

Definition SENIOR DRAFTSMAN (Checker) - Duties similar to Draftsman - Skilled but is responsible for preparing and checking highly of Duties: complex work and for supervising the work of subordinate draftsmen.

Definition STEAM PLANT FIREMAN - Performs semi-skilled work in the operation of a small steam plant or assists a steam plant of Duties: engineer in the operation of a large steam plant. Checks guage readings, water levels, chemical contents, etc.

MONTHLY SALARY AND WAGE RATES																
ALBERTA																
C A L G A R Y																
E D M O N T O N																
Size of Firm (based on Total Employees)	M - Male F - Female	No. Employed	No. of Firms	Range	Median Rate	Weighted Average	No. Employed	No. of Firms	Range	Median Rate	Weighted Average	No. Employed	No. of Firms	Range	Median Rate	Weighted Average
and																
Type of Firm Reporting																
				\$	\$	\$			\$	\$	\$			\$	\$	\$
SHIFT STEAM ENGINEER - 4th CLASS CERTIFICATE - Monthly Rate (dollars per month)																
SIZE OF FIRM																
40 - 99	M	6	6	330 - 410	352	359	-	-	-	-	-	-	-	-	-	-
100 - 399	M	24	8	330 - 400	354	351	-	-	-	-	-	9	3	333 - 400	358	360
400 +	M	39	7	332 - 410	375	375	16	4	332 - 410	375	375	23	3	345 - 395	375	374
TYPE OF FIRM REPORTING																
Manufacturing	M	4	3	360 - 400		379	-	-	-	-	-	-	-	-	-	-
Public Service	M	35	4	333 - 395	375	370	-	-	-	-	-	29	3	333 - 395	375	370
Institution	M	27	13	330 - 375	353	350	-	-	-	-	-	-	-	-	-	-
Summary	M	72	23	330 - 410	370	365	18	5	332 - 410	375	373	34	8	333 - 410	375	371
SHIFT STEAM ENGINEER - 4th CLASS CERTIFICATE - Hourly Rate (cents per hour)																
SIZE OF FIRM																
40 - 99	M	13	3	1.89 - 2.43	2.04	2.18	-	-	-	-	-	-	-	-	-	-
100 - 399	M	6	3	2.03 - 2.42	2.31	2.28	-	-	-	-	-	-	-	-	-	-
400 +	M	17	5	2.11 - 2.52	2.33	2.33	-	-	-	-	-	-	-	-	-	-
TYPE OF FIRM REPORTING																
Manufacturing	M	33	10	1.89 - 2.52	2.33	2.28	11	4	2.33 - 2.43	2.39	2.39	11	4	2.03 - 2.40	2.26	2.27
Summary	M	36	11	1.89 - 2.52	2.33	2.27	14	5	2.11 - 2.43	2.37	2.33	11	4	2.03 - 2.40	2.26	2.27
SHIFT STEAM ENGINEER - 3rd CLASS CERTIFICATE - Monthly Rate (dollars per month)																
SIZE OF FIRM																
100 - 399	M	25	7	373 - 435	394	399	-	-	-	-	-	-	-	-	-	-
400 +	M	36	5	375 - 455	421	421	-	-	-	-	-	-	-	-	-	-
TYPE OF FIRM REPORTING																
Public Service	M	25	4	373 - 455	426	421	-	-	-	-	-	-	-	-	-	-
Institution	M	32	7	375 - 435	403	408	-	-	-	-	-	-	-	-	-	-
Summary	M	62	13	373 - 465	403	413	-	-	-	-	-	20	4	373 - 465	403	403
SHIFT STEAM ENGINEER - 3rd CLASS CERTIFICATE - Hourly Rate (cents per hour)																
SIZE OF FIRM																
40 - 99	M	18	6	2.37 - 2.87	2.58	2.60	7	3	2.37 - 2.58	2.58	2.50	11	3	2.37 - 2.87	2.73	2.66
100 - 399	M	38	8	2.39 - 2.75	2.61	2.60	-	-	-	-	-	20	4	2.39 - 2.69	2.55	2.59
400 +	M	42	6	2.39 - 3.00	2.97	2.81	-	-	-	-	-	29	4	2.39 - 2.97	2.97	2.78

STATIONARY ENGINEERS: - The six classifications of Steam Engineers apply to employees holding a steam engineers certificate pursuant to the Boilers Act, Department of Labour, Alberta.

Definition SHIFT STEAM ENGINEER - 4th Class Certificate.
of Duties:

Definition SHIFT STEAM ENGINEER - 3rd Class Certificate. Incumbent does not supervise.
of Duties:

MONTHLY AVERAGE RATES AND WEIGHTED AVERAGES																			
		ALBERTA						CALGARY						EDMONTON					
Size of Firm (based on Total Employees)		M - Male F - Female	No. Employed	No. of Firms	Range	Median Rate	Weighted Average	No. Employed	No. of Firms	Range	Median Rate	Weighted Average	No. Employed	No. of Firms	Range	Median Rate	Weighted Average		
and																			
Type of Firm Reporting																			
					\$	\$	\$			\$	\$	\$			\$	\$	\$		
SHIFT STEAM ENGINEER - 3rd CLASS CERTIFICATE - Hourly Rate (cents per hour) (Continued)																			
TYPE OF FIRM REPORTING																			
Manufacturing	M	75	18		2.37 - 2.87	2.61	2.60	15	5	2.37 - 2.61	2.58	2.54	47	10	2.37 - 2.87	2.64	2.61		
Summary	M	101	21		2.37 - 3.00	2.64	2.69	15	5	2.37 - 2.61	2.58	2.54	63	12	2.37 - 2.97	2.69	2.69		
STEAM ENGINEER - 3rd CLASS CERTIFICATE - Monthly Rate (dollars per month)																			
SIZE OF FIRM																			
100 - 399	M	6	5		415 - 505	442	449	-		- - -	-	-	-	-	- - -	-	-		
400 +	M	10	4		417 - 495	420	447	-	3	417 - 495	417	429	-	-	- - -	-	-		
TYPE OF FIRM REPORTING																			
Public Service	M	7	4		418 - 495	475	466	-	-	- - -	-	-	-	-	- - -	-	-		
Institution	M	9	5		410 - 475	417	426	-	-	- - -	-	-	-	-	- - -	-	-		
Summary	M	19	12		410 - 535	422	450	8	4	417 - 535	417	442	6	3	418 - 505	485	468		
STEAM ENGINEER - 3rd CLASS CERTIFICATE - Hourly Rate (cents per hour)																			
SIZE OF FIRM																			
400 +	M	16	3		2.33 - 3.03	2.99	2.91	-		- - -	-	-	-	-	- - -	-	-		
TYPE OF FIRM REPORTING																			
Manufacturing	M	24	5		2.30 - 3.03	2.83	2.78	9	3	2.30 - 2.88	2.54	2.50	-	-	- - -	-	-		
Summary	M	25	6		2.30 - 3.03	2.78	2.76	10	4	2.30 - 2.88	2.54	2.48	-	-	- - -	-	-		
SHIFT STEAM ENGINEER - 2nd CLASS CERTIFICATE - Monthly Rate (dollars per month)																			
SIZE OF FIRM																			
400 +	M	31	4		520 - 574	570	556	-		- - -	-	-	-	-	- - -	-	-		
TYPE OF FIRM REPORTING																			
Public Service	M	26	3		520 - 574	570	560	-	-	- - -	-	-	-	-	- - -	-	-		
Summary	M	33	6		442 - 574	550	552	7	3	442 - 550	531	521	-	-	- - -	-	-		
SHIFT STEAM ENGINEER - 2nd CLASS CERTIFICATE - Hourly Rate (cents per hour)																			
SIZE OF FIRM																			
100 - 399	M	21	6		2.82 - 3.26	3.11	3.09	12	3	3.00 - 3.26	3.11	3.14	-	-	- - -	-	-		
400 +	M	43	6		2.78 - 3.08	3.00	2.95	-		- - -	-	-	10	3	2.78 - 2.85	2.85	2.84		
TYPE OF FIRM REPORTING																			
Manufacturing	M	22	7		2.78 - 2.96	2.85	2.86	11	3	2.78 - 2.96	2.88	2.87	10	3	2.78 - 2.85	2.85	2.84		
Oil Firms	M	45	6		2.98 - 3.26	3.00	3.06	16	4	2.98 - 3.26	3.10	3.11	-	-	- - -	-	-		
Summary	M	71	14		2.78 - 3.26	3.00	2.99	27	7	2.78 - 3.26	3.00	3.01	18	5	2.78 - 3.26	2.85	2.93		

Definition of Duties: STEAM ENGINEER - 3rd Class Certificate. Incumbent supervises steam engineers, firemen and skilled and unskilled labour.

Definition of Duties: SHIFT STEAM ENGINEER - 2nd Class Certificate. Incumbent does not supervise other employees.

ALBERTA																
Size of Firm (based on Total Employees)																
and	M - Male F - Female	No. Employed	No. of Firms	Range	Median Rate	Weighted Average	No. Employed	No. of Firms	Range	Median Rate	Weighted Average	No. Employed	No. of Firms	Range	Median Rate	Weighted Average
Type of Firm Reporting																
				\$	\$	\$			\$	\$	\$			\$	\$	\$
SIZE OF FIRM	STEAM ENGINEER - 2nd CLASS CERTIFICATE - Monthly Rate (dollars per month)															
40 - 99	M	6	6	500 - 630	570	566	4	4	500 - 630		591	-	-	-	-	-
100 - 399	M	16	10	480 - 695	582	580	-	-	-	-	-	3	3	480 - 590		548
400 +	M	19	7	480 - 730	680	656	-	-	-	-	-	9	3	550 - 730	630	658
TYPE OF FIRM REPORTING																
Manufacturing	M	28	14	500 - 730	630	637	6	4	500 - 715	670	647	10	4	563 - 730	630	654
Public Service	M	7	3	480 - 595	551	553	-	-	-	-	-	-	-	-	-	-
Institution	M	4	4	480 - 595		538	-	-	-	-	-	-	-	-	-	-
Summary	M	41	23	480 - 730	600	613	10	8	480 - 715	628	624	12	6	480 - 730	630	631
SIZE OF FIRM	STEAM ENGINEER - 2nd CLASS CERTIFICATE - Hourly Rate (cents per hour)															
400 +	M	13	3	3.02 - 3.54	3.26	3.31	-	-	-	-	-	-	-	-	-	-
TYPE OF FIRM REPORTING																
Manufacturing	M	10	3	2.98 - 3.05	3.03	3.02	-	-	-	-	-	10	3	2.98 - 3.05	3.03	3.02
Summary	M	22	5	2.98 - 3.54	3.18	3.19	-	-	-	-	-	15	4	2.98 - 3.54	3.05	3.16
SIZE OF FIRM	CHIEF STEAM ENGINEER - 1st CLASS CERTIFICATE															
100 - 399	M	11	8	565 - 910	740	717	5	3	630 - 910	740	741	-	-	-	-	-
400 +	M	13	10	517 - 920	685	706	3	3	517 - 783		668	9	6	600 - 920	685	721
TYPE OF FIRM REPORTING																
Manufacturing	M	8	6	517 - 850	700	700	-	-	-	-	-	5	4	660 - 850	728	734
Oil Firms	M	7	5	630 - 910	740	739	6	4	630 - 910	722	735	-	-	-	-	-
Public Service	M	6	4	655 - 920	685	747	-	-	-	-	-	-	-	-	-	-
Institution	M	3	3	565 - 783		649	-	-	-	-	-	-	-	-	-	-
Summary	M	26	20	517 - 920	685	704	9	7	517 - 910	704	692	12	9	588 - 920	685	714

Definition STEAM ENGINEER - 2nd Class Certificate. Incumbent supervises steam engineers, firemen and skilled and unskilled labour.
of Duties:

Definition CHIEF STEAM ENGINEER - 1st Class Certificate.
of Duties:

MONTHLY SALARY AND WAGE RATES

ALBERTA																	CALGARY						EDMONTON					
Size of Firm (based on Total Employees)																												
and	M - Male F - Female	No. Employed	No. of Firms	Range		Median Rate	Weighted Average	No. Employed	No. of Firms	Range		Median Rate	Weighted Average	No. Employed	No. of Firms	Range		Median Rate	Weighted Average									
Type of Firm Reporting																												
				\$	\$	\$				\$	\$	\$				\$	\$	\$										
SIZE OF FIRM	MAINTENANCE MAN (MILLWRIGHT) - Monthly Rate (dollars per month)																											
1 - 39	M	14	12	275 - 515	395	398	4	4	275 - 475		374	-	-	-	-	-	-	-	-									
40 - 99	M	34	24	260 - 511	360	364	15	13	260 - 511	409	385	10	6	292 - 475	368	375												
100 - 399	M	39	22	260 - 475	380	370	17	10	325 - 459	400	401	10	6	302 - 433	356	363												
400 +	M	58	16	329 - 530	415	432	33	8	329 - 530	415	436	17	7	346 - 518	411	412												
TYPE OF FIRM REPORTING																												
Manufacturing	M	39	18	275 - 530	414	428	18	6	300 - 530	483	461	12	7	325 - 498	412	406												
Oil Firms	M	5	4	275 - 424	385	356	-	-	- -	-	-	-	-	- -	-	-												
Public Service	M	28	11	295 - 518	424	408	7	3	399 - 455	415	425	5	4	302 - 518	398	407												
Department Store	M	25	5	316 - 476	400	397	-	-	- -	-	-	-	-	- -	-	-												
Wholesale Firms	M	6	6	303 - 459	360	372	4	4	360 - 459		401	-	-	- -	-	-												
Retail Firms	M	15	13	260 - 511	346	363	9	8	260 - 511	390	385	4	3	292 - 346		317												
Institution	M	24	14	260 - 440	372	365	13	7	329 - 435	375	382	-	-	- -	-	-												
Summary	M	145	74	260 - 530	400	396	69	35	260 - 530	403	413	38	20	292 - 518	400	392												
SIZE OF FIRM	MAINTENANCE MAN (MILLWRIGHT) - Hourly Rate (cents per hour)																											
1 - 39	M	7	5	2.33 - 2.80	2.78	2.67	-	-	- -	-	-	4	3	2.58 - 2.80		2.69												
40 - 99	M	62	11	2.11 - 2.78	2.71	2.63	44	5	2.14 - 2.78	2.71	2.64	16	5	2.22 - 2.75	2.75	2.64												
100 - 399	M	95	19	2.06 - 2.91	2.57	2.51	19	6	2.15 - 2.71	2.50	2.51	56	9	2.07 - 2.91	2.60	2.53												
400 +	M	182	13	2.08 - 2.89	2.78	2.69	-	-	- -	-	-	147	7	2.20 - 2.78	2.78	2.72												
TYPE OF FIRM REPORTING																												
Manufacturing	M	334	43	2.06 - 2.91	2.71	2.62	86	14	2.14 - 2.78	2.63	2.56	221	22	2.07 - 2.91	2.76	2.67												
Summary	M	346	48	2.06 - 2.91	2.71	2.63	86	14	2.14 - 2.78	2.63	2.56	223	24	2.07 - 2.91	2.76	2.67												
SIZE OF FIRM	UTILITY WORKER - HANDYMAN - Monthly Rate (dollars per month)																											
1 - 39	M	20	14	225 - 368	312	298	-	-	- -	-	-	5	5	225 - 368	352	329												
40 - 99	M	33	12	225 - 377	333	309	13	5	275 - 377	333	330	14	4	225 - 375	333	312												
100 - 399	M	35	17	225 - 365	285	294	15	4	260 - 350	305	303	8	7	255 - 357	287	292												
400 +	M	68	7	260 - 360	318	324	-	-	- -	-	-	17	3	260 - 338	315	307												

Definition: MAINTENANCE MAN (Millwright)- Performs skilled work in two or more trade fields in the maintenance and repair of build-
of Duties: ings, fixtures, and equipment. On minor jobs and routine work, works independently from work orders, sketches and spec-
ifications. May supervise trade helpers and may request the attendance of particular tradesman when work outside his fields
of specialization is undertaken.

Definition: UTILITY WORK - HANDYMAN - Works at the tradesman's helper level in two or more trades. The work is semi-skilled and
of Duties: manual, and is normally closely supervised or inspected at frequent intervals. Includes general handyman position with work
below journeyman level in a variety of fields.

MONTHLY SALARY AND WAGE RATES																	
ALBERTA CALGARY EDMONTON																	
Size of firm (based on Total Employees)	ALBERTA						CALGARY						EDMONTON				
and	M - Male F - Female	No. Employed	No. of Firms	Range	Median Rate	Weighted Average	No. Employed	No. of Firms	Range	Median Rate	Weighted Average	No. Employed	No. of Firms	Range	Median Rate	Weighted Average	
Type of Firm Reporting																	
TYPE OF FIRM REPORTING				\$	\$	\$			\$	\$	\$			\$	\$	\$	
	UTILITY WORKER - HANDYMAN - Monthly Rate (dollars per month) (Continued)																
	Manufacturing	M	6	6	346 - 377	356	359	-	-	-	-	-	4	4	346 - 368		355
	Public Service	M	75	7	260 - 360	333	329	-	-	-	-	-	-	-	-	-	-
	Wholesale Firms	M	6	6	225 - 305	275	269	-	-	-	-	-	-	-	-	-	-
	Automotive Firms	M	9	3	225 - 280	233	242	-	-	-	-	-	-	-	-	-	-
	Retail Firms	M	8	7	225 - 360	287	291	4	3	277 - 360		318	3	3	225 - 300		271
	Institution	M	47	17	225 - 365	302	299	12	4	262 - 340	308	305	18	4	260 - 357	315	309
	Summary	M	156	50	225 - 377	315	311	34	13	260 - 377	319	313	44	19	225 - 375	315	309
SIZE OF FIRM	UTILITY WORKER - HANDYMAN - Hourly Rate (cents per hour)																
	1 - 39	M	21	7	1.67 - 2.45	1.89	2.02	4	3	1.89 - 2.30		2.11	-	-	-	-	-
	40 - 99	M	19	12	1.65 - 2.43	1.99	2.04	14	9	1.87 - 2.43	2.03	2.09	-	-	-	-	-
	100 - 399	M	44	16	1.64 - 2.40	2.07	2.06	6	3	1.94 - 2.26	2.11	2.10	29	9	1.64 - 2.40	2.08	2.05
	400 +	M	57	8	1.96 - 2.45	2.15	2.21	-	-	-	-	-	31	5	1.96 - 2.45	2.26	2.28
	TYPE OF FIRM REPORTING																
Manufacturing		M	75	28	1.64 - 2.45	2.18	2.13	20	13	1.87 - 2.43	1.99	2.09	47	11	1.64 - 2.45	2.18	2.17
Public Service		M	40	6	1.82 - 2.40	2.11	2.12	-	-	-	-	-	-	-	-	-	-
Construction		M	16	3	1.70 - 2.45	2.05	2.05	-	-	-	-	-	-	-	-	-	-
Summary		M	141	43	1.64 - 2.45	2.11	2.11	44	17	1.87 - 2.43	2.11	2.11	78	18	1.64 - 2.45	2.15	2.13
SIZE OF FIRM	JANITOR - Monthly Rate (dollars per month)																
	1 - 39	M	23	21	240 - 317	272	273	3	3	240 - 303		261	12	11	250 - 303	271	271
	40 - 99	M	37	20	240 - 338	276	276	10	6	240 - 330	252	271	23	13	249 - 338	267	275
	100 - 399	M	136	35	240 - 346	292	289	67	14	240 - 346	286	288	57	14	250 - 338	292	294
	400 +	M	485	23	240 - 346	300	303	193	11	242 - 346	300	298	237	10	240 - 346	311	308

Definition **JANITOR** - Under close supervision, sweeps, mops, dusts, scrubs, and waxes floors, washes walls, woodwork, windows and of Duties: mirrors, cleans washbowls and fixtures, arranges moves, and polishes furniture. May also operate a heating system not requiring a stationary engineer's certificate.

MONTHLY SALARY AND WAGE RATES

ALBERTA																		
CALGARY																		
EDMONTON																		
Size of Firm (based on Total Employees)																		
and	M - Male F - Female	No. Employed	No. of Firms	Range	Median Rate	Weighted Average	No. Employed	No. of Firms	Range	Median Rate	Weighted Average	No. Employed	No. of Firms	Range	Median Rate	Weighted Average		
Type of Firm Reporting				\$	\$	\$				\$	\$				\$	\$	\$	
TYPE OF FIRM REPORTING	JANITOR - Monthly Rate (dollars per month) (Continued)																	
	Manufacturing	M	44	18	240 - 340	277	283	18	6	240 - 325	269	275	24	11	241 - 340	292	292	
	Oil Firms	M	12	6	260 - 330	309	304	11	5	260 - 330	303	302	-	-	-	-	-	
	Public Service	M	309	10	250 - 344	300	305	-	-	-	-	-	218	5	250 - 343	311	312	
	Department Store	M	70	13	260 - 346	325	313	42	5	268 - 346	325	319	23	6	260 - 346	303	305	
	Wholesale Firms	M	9	9	240 - 304	267	272	3	3	240 - 300		268	5	5	250 - 304	285	278	
	Automotive Firms	M	6	6	240 - 315	250	260	-	-	-	-	-	5	5	250 - 315	250	264	
	Financial Firms	M	7	3	250 - 275	250	255	-	-	-	-	-	7	3	250 - 275	250	255	
	Retail Firms	M	12	10	249 - 330	306	297	-	-	-	-	-	7	6	249 - 328	303	289	
	Institution	M	118	21	240 - 320	280	276	71	10	240 - 320	292	281	36	4	240 - 300	262	268	
	Construction	M	4	3	250 - 325		274	-	-	-	-	-	-	-	-	-	-	
	Summary	M	681	99	240 - 346	300	298	273	34	240 - 346	297	294	329	48	240 - 346	300	302	
	Summary	F	11	5	150 - 300	170	180	-	-	-	-	-	-	-	-	-	-	
SIZE OF FIRM	JANITOR - Hourly Rate (cents per hour)																	
	1 - 39	M	11	11	1.35 - 1.69	1.50	1.52	3	3	1.40 - 1.63		1.51	5	5	1.40 - 1.69	1.50	1.54	
	40 - 99	M	26	17	1.38 - 2.05	1.70	1.69	13	9	1.40 - 2.05	1.82	1.80	8	5	1.40 - 1.86	1.45	1.52	
	100 - 399	M	57	18	1.27 - 2.06	1.41	1.58	6	6	1.35 - 2.05	1.77	1.76	45	9	1.27 - 2.06	1.36	1.54	
	400 +	M	83	9	1.55 - 2.05	1.83	1.83	32	3	1.62 - 2.05	1.76	1.76	50	5	1.55 - 2.05	1.91	1.88	
TYPE OF FIRM REPORTING																		
	Manufacturing	M	68	32	1.38 - 2.06	1.90	1.83	17	12	1.40 - 2.05	1.94	1.89	44	16	1.40 - 2.06	1.90	1.83	
	Wholesale Firms	M	8	6	1.47 - 1.92	1.75	1.72	-	-	-	-	-	-	-	-	-	-	
	Retail Firms	M	91	8	1.27 - 1.91	1.76	1.64	30	3	1.40 - 1.80	1.76	1.71	57	3	1.27 - 1.91	1.60	1.60	
	Summary	M	177	55	1.27 - 2.06	1.76	1.71	54	21	1.35 - 2.05	1.76	1.76	108	24	1.27 - 2.06	1.78	1.70	
	Summary	F	20	4	.90 - 1.27	1.15	1.12	-	-	-	-	-	-	-	-	-	-	
SIZE OF FIRM	HEAD JANITOR - Monthly Rate (dollars per month)																	
	40 - 99	M	6	6	300 - 400	332	345	3	3	300 - 348		319	-	-	-	-	-	
	100 - 399	M	15	8	300 - 407	345	342	7	3	300 - 375	345	343	6	3	302 - 407	344	349	
400 +	M	77	14	300 - 407	345	346	20	6	315 - 389	345	347	35	6	300 - 407	345	350		

MONTHLY SALARY AND WAGE RATES														
ALBERTA														
CALGARY														
EDMONTON														
Size of Firm (based on Total Employees)														
and	M - Male	F - Female	No. Employed	No. of Firms	Range	Median Rate	Weighted Average	No. Employed	No. of Firms	Range	Median Rate	Weighted Average	No. Employed	No. of Firms
Type of Firm Reporting														
					\$	\$	\$			\$	\$	\$		
TYPE OF FIRM REPORTING	HEAD JANITOR - Monthly Rate (dollars per month) (Continued)													
Manufacturing	M	5	5		300 - 389	348	351	-	-	-	-	-	-	-
Oil Firms	M	7	3		350 - 385	360	364	7	3	350 - 385	360	364	-	-
Public Service	M	69	8		300 - 407	345	343	-	-	-	-	-	36	4
Institution	M	13	8		300 - 395	345	342	9	4	300 - 355	345	336	3	3
Summary	M	99	29		300 - 407	345	345	30	12	300 - 389	345	343	44	12
SIZE OF FIRM	HEAD JANITOR - Hourly Rate (cents per hour)													
100 - 399	M	3	3		1.35 - 1.82		1.64	-	-	-	-	-	-	-
Summary	M	4	4		1.35 - 2.00		1.73	-	-	-	-	-	-	-
SIZE OF FIRM	ELEVATOR OPERATOR (FREIGHT) - Monthly Rate (dollars per month)													
100 - 399	M	3	3		258 - 286		272	-	-	-	-	-	3	3
400 +	M	4	4		206 - 325		275	-	-	-	-	-	3	3
TYPE OF FIRM REPORTING														
Department Store	M	3	3		206 - 325		269	-	-	-	-	-	3	3
Wholesale Firms	M	3	3		258 - 286		272	-	-	-	-	-	3	3
Summary	M	7	7		206 - 325		277	-	-	-	-	-	6	6
SIZE OF FIRM	ELEVATOR OPERATOR (FREIGHT) - Hourly Rate (cents per hour)													
100 - 399	M	4	3		2.09 - 2.12		2.11	-	-	-	-	-	-	-
400 +	M	8	4		2.12 - 2.12		2.12	-	-	-	-	-	6	3
TYPE OF FIRM REPORTING														
Manufacturing	M	12	7		2.09 - 2.12		2.12	5	3	2.12 - 2.12	2.12	2.12	7	4
Summary	M	12	7		2.09 - 2.12		2.12	5	3	2.12 - 2.12	2.12	2.12	7	4
SIZE OF FIRM	ELEVATOR OPERATOR (PASSENGER) - Monthly Rate (dollars per month)													
400 +	F	15	6		185 - 266		240	-	-	-	-	-	12	4
TYPE OF FIRM REPORTING														
Department Stores	F	8	4		186 - 266		255	-	-	-	-	-	-	-
Summary	M	26	4		273 - 292		290	-	-	-	-	-	-	-
Summary	F	18	8		182 - 266		205	5	3	182 - 266	243	226	13	5

Definition **ELEVATOR OPERATOR (Freight)** - Operates large freight elevator in either shipping or receiving departments. Moves in-coming merchandise from receiving department to upper floors, or packed orders from packing rooms to shipping departments.

Definition **ELEVATOR OPERATOR (Passenger)** - Operates a passenger elevator, directs passengers to offices or departments, distributes mail or parcels, ensures the cleanliness of the elevator.

MONTHLY SALARY AND WAGE RATES

Size of Firm (based on Total Employees)		ALBERTA						CALGARY						EDMONTON					
		M - Male F - Female	No. Employed	No. of Firms	Range	Median Rate	Weighted Average	No. Employed	No. of Firms	Range	Median Rate	Weighted Average	No. Employed	No. of Firms	Range	Median Rate	Weighted Average		
and Type of Firm Reporting					\$	\$	\$			\$	\$	\$			\$	\$	\$		
TYPE OF FIRM REPORTING		ELEVATOR OPERATOR (PASSENGER) - Hourly Rate (cents per hour)																	
Retail Firms		F	10	3	.99 - 1.20	1.16	1.14	-	-	-	-	-	-	-	-	-	-		
Summary		F	10	3	.99 - 1.20	1.16	1.14	-	-	-	-	-	-	-	-	-	-		
SIZE OF FIRM		WATCHMAN - Monthly Rate (dollars per month)																	
1 - 39		M	7	5	234 - 340	280	274	-	-	-	-	-	-	-	-	-	-		
40 - 99		M	13	6	270 - 334	280	289	5	3	280 - 334	280	292	8	3	270 - 300	281	286		
100 - 399		M	24	15	230 - 414	270	274	9	7	250 - 414	275	293	11	6	230 - 282	235	249		
400 +		M	72	16	249 - 411	310	321	10	4	270 - 374	323	321	57	11	249 - 411	302	315		
TYPE OF FIRM REPORTING																			
Manufacturing		M	31	14	235 - 414	340	336	5	4	275 - 414	300	322	19	7	235 - 411	340	335		
Oil Firms		M	7	3	250 - 379	325	324	3	3	250 - 374		316	-	-	-	-	-		
Public Service		M	44	6	250 - 315	290	291	-	-	-	-	-	33	3	250 - 315	290	294		
Department Store		M	12	5	242 - 372	314	313	-	-	-	-	-	5	3	249 - 372	325	308		
Retail Firms		M	6	4	230 - 281	232	245	-	-	-	-	-	-	-	-	-	-		
Institution		M	13	5	260 - 349	300	292	-	-	-	-	-	11	3	262 - 302	300	290		
Summary		M	116	42	230 - 414	300	305	25	15	242 - 414	290	302	77	21	230 - 411	300	303		
SIZE OF FIRM		WATCHMAN - Hourly Rate (cents per hour)																	
40 - 99		M	31	13	1.10 - 2.16	1.52	1.62	16	7	1.10 - 2.16	1.56	1.67	10	4	1.25 - 2.02	1.50	1.56		
100 - 399		M	33	12	1.10 - 2.09	1.50	1.53	14	3	1.10 - 1.25	1.24	1.19	8	4	1.40 - 2.09	1.97	1.87		
400 +		M	19	5	1.73 - 2.19	1.89	1.92	-	-	-	-	-	-	-	-	-	-		
TYPE OF FIRM REPORTING																			
Manufacturing		M	51	20	1.10 - 2.19	1.87	1.75	17	7	1.10 - 2.19	1.87	1.79	19	7	1.25 - 2.19	2.00	1.80		
Public Service		M	11	3	1.52 - 1.89	1.77	1.79	-	-	-	-	-	-	-	-	-	-		
Construction		M	12	3	1.10 - 1.50	1.25	1.24	12	3	1.10 - 1.50	1.25	1.24	-	-	-	-	-		
Summary		M	85	31	1.10 - 2.19	1.64	1.65	41	13	1.10 - 2.19	1.50	1.55	21	9	1.25 - 2.19	1.95	1.77		
SIZE OF FIRM		PARKING LOT ATTENDANT - Monthly Rate (dollars per month)																	
400 +		M	17	4	281 - 375	335	334	-	-	-	-	-	-	-	-	-	-		
TYPE OF FIRM REPORTING																			
Department Store		M	19	6	238 - 375	335	327	-	-	-	-	-	-	-	-	-	-		
Summary		M	25	9	185 - 375	325	296	15	4	200 - 369	335	318	8	3	185 - 375	268	263		

Definition **WATCHMAN** - Safeguards building and properties by making patrols. Also performs some janitorial duties as required.
of Duties: Punches watch clocks and reports suspicious happenings to the proper authorities.

Definition **PARKING LOT ATTENDANT** - Directs traffic to proper parking facilities and buildings. Ensures that unauthorized persons do not use the lot and that automobiles in the assigned area are free from damage or pilfering.

Size of Firm (based on Total Employees)		ALBERTA						CALGARY				EDMONTON						
		M - Male F - Female	No. Employed	No. of Firms	Range	Median Rate	Weighted Average	No. Employed	No. of Firms	Range	Median Rate	Weighted Average	No. Employed	No. of Firms	Range	Median Rate	Weighted Average	
and Type of Firm Reporting					\$	\$	\$			\$	\$	\$	\$		\$	\$	\$	
<u>SIZE OF FIRM</u>		PARKING LOT ATTENDANT - Hourly Rate (cents per hour)																
		400 +	M	10	3	1.00 - 2.08	1.81	1.59	-	-	-	-	-	-	-	-	-	
		Summary	M	17	4	.90 - 2.19	1.50	1.55	16	3	.90 - 2.19	1.38	1.51	13	4	1.00 - 2.08	1.35	1.48
<u>SIZE OF FIRM</u>		GARDENER - Monthly Rate (dollars per month)																
		100 - 399	M	6	4	302 - 332	315	317	-	-	-	-	-	-	-	-	-	
		400 +	M	55	12	270 - 360	330	328	9	4	280 - 360	330	322	24	4	292 - 360	330	333
<u>TYPE OF FIRM REPORTING</u>																		
Public Service		M	38	4	270 - 360	331	331	-	-	-	-	-	-	-	-	-	-	
Institution		M	23	12	270 - 360	330	320	7	4	296 - 334	330	322	7	3	292 - 360	315	315	
Summary		M	62	17	270 - 360	330	327	12	5	280 - 360	322	321	26	6	292 - 360	331	333	
Summary All Firms		GARDENER - Hourly Rate (cents per hour)																
		M	17	4	.90 - 2.19	1.50	1.55	-	-	-	-	-	-	-	-	-	-	
<u>SIZE OF FIRM</u>		SENIOR GARDENER - Monthly Rate (dollars per month)																
		400 +	M	18	10	330 - 455	395	390	-	-	-	-	-	6	5	347 - 455	395	395
<u>TYPE OF FIRM REPORTING</u>																		
Public Service		M	13	5	330 - 455	375	379	-	-	-	-	-	-	-	-	-	-	
Institution		M	7	7	347 - 455	395	405	-	-	-	-	-	4	4	347 - 455		396	
Summary		M	23	13	330 - 455	395	389	6	3	360 - 415	396	391	6	5	347 - 455	395	395	
<u>TYPE OF FIRM REPORTING</u>		SENIOR GARDENER - Hourly Rate (cents per hour)																
		Public Service	M	12	3	1.99 - 2.61	2.41	2.39	-	-	-	-	-	-	-	-	-	-
		Summary	M	12	3	1.99 - 2.61	2.41	2.39	-	-	-	-	-	-	-	-	-	-
<u>SIZE OF FIRM</u>		LABOURER - Monthly Rate (dollars per month)																
		1 - 39	M	45	15	175 - 368	290	292	7	3	240 - 330	300	287	18	6	248 - 368	346	333
		40 - 99	M	131	11	152 - 389	225	233	36	5	180 - 354	225	223	28	3	265 - 389	333	336
		400 +	M	36	6	246 - 315	295	287	-	-	-	-	-	34	4	246 - 315	295	287

Definition **GARDENER** - Performs skilled work in the care, planting, and propagation of seedlings, plants, shrubs, and trees, in a green-house or in the grounds surrounding a building. May exercise supervision over unskilled workers.

Definition **SENIOR GARDENER** - Acts as a lead man to a team of skilled and unskilled workers in maintaining the grounds surrounding a building and the attendant greenhouses.

Definition **LABOURER** - Performs routine manual work requiring no special previous training or experience but involving physical effort in the performance of such tasks as digging and filling trenches, loading and unloading materials on trucks and carriers, and hand trucking materials. Uses a variety of common hand tools including pick, shovel, mattock, axe, crowbar, and sledge hammer. Work is closely supervised and frequently checked in process and upon completion.

				ALBERTA				CALGARY				EDMONTON									
Size of Firm (based on Total Employees)																					
and	M - Male F - Female	No. Employed	No. of Firms	Range	Median Rate	Weighted Average	No. Employed	No. of Firms	Range	Median Rate	Weighted Average	No. Employed	No. of Firms	Range	Median Rate	Weighted Average	No. Employed	No. of Firms	Range	Median Rate	Weighted Average
Type of Firm Reporting				\$	\$	\$			\$	\$	\$			\$	\$	\$			\$	\$	\$
TYPE OF FIRM REPORTING	LABOURER - Monthly Rate (dollars per month) (Continued)																				
	Manufacturing	M	62	11	200 - 389	299	295	-	-	-	-	33	4	265 - 389	333	337					
	Public Service	M	33	7	255 - 315	285	285	4	3	290 - 303	299	-	-	-	-	-					
	Wholesale Firms	M	53	4	152 - 368	191	193	-	-	-	-	-	-	-	-	-					
	Retail Firms	M	17	3	180 - 300	180	196	-	-	-	-	-	-	-	-	-					
	Institution	M	23	3	246 - 305	297	284	-	-	-	-	-	23	3	246 - 305	297	284				
	Construction	M	11	3	229 - 355	290	299	-	-	-	-	-	-	-	-	-					
	Summary	M	214	34	152 - 389	255	255	45	10	180 - 354	225	236	81	14	240 - 389	300	313				
	LABOURER - Hourly Rate (cents per hour)																				
SIZE OF FIRM																					
1 - 39	M	160	32	1.50 - 2.05	1.70	1.73	33	10	1.50 - 2.05	2.05	1.89	36	8	1.50 - 1.95	1.66	1.68					
40 - 99	M	284	28	1.50 - 2.05	1.83	1.81	147	13	1.50 - 2.05	1.84	1.81	66	7	1.50 - 2.05	1.75	1.83					
100 - 399	M	650	22	1.50 - 2.05	1.95	1.91	377	7	1.50 - 2.05	2.05	1.95	153	9	1.50 - 2.05	1.89	1.89					
400 +	M	718	12	1.79 - 2.05	1.95	1.94	254	4	1.81 - 2.05	1.91	1.92	347	6	1.90 - 2.05	1.97	1.99					
TYPE OF FIRM REPORTING																					
Manufacturing	M	883	53	1.50 - 2.05	1.85	1.85	315	19	1.50 - 2.05	1.81	1.83	343	19	1.50 - 2.05	1.95	1.91					
Manufacturing	F	26	3	.85 - 1.27	1.17	1.14	-	-	-	-	-	-	-	-	-	-					
Oil Firms	M	201	5	1.50 - 2.01	1.97	1.97	94	3	1.62 - 2.01	2.01	2.00	-	-	-	-	-					
Public Service	M	310	8	1.50 - 2.05	1.91	1.89	-	-	-	-	-	-	-	-	-	-					
Wholesale Firms	M	21	3	1.50 - 1.90	1.67	1.68	-	-	-	-	-	21	3	1.50 - 1.90	1.67	1.68					
Retail Firms	M	50	5	1.50 - 2.05	1.84	1.81	43	3	1.60 - 2.05	1.84	1.83	-	-	-	-	-					
Construction	M	343	19	1.50 - 2.05	2.05	1.96	274	9	1.50 - 2.05	2.05	2.00	33	3	1.50 - 2.05	2.05	2.00					
Summary	M	1812	94	1.50 - 2.05	1.91	1.89	811	36	1.50 - 2.05	1.95	1.91	602	30	1.50 - 2.05	1.97	1.93					
Summary	F	26	3	.85 - 1.27	1.17	1.14	-	-	-	-	-	-	-	-	-	-					
LABOUR FOREMAN - Monthly Rate (dollars per month)																					
SIZE OF FIRM																					
1 - 39	M	37	22	330 - 550	425	430	11	5	330 - 475	433	434	13	7	355 - 550	475	464					
40 - 99	M	27	13	332 - 500	420	417	9	4	340 - 500	450	420	9	4	350 - 500	426	416					
100 - 399	M	20	5	345 - 550	500	474	-	-	-	-	-	-	-	-	-	-					

Definition LABOUR FOREMAN - Directs a crew of up to twelve labourers, performing such unskilled work as excavating or moving of Duties: lumber, gravel or dirt, may work with crew assisting personally in performance of work.

MONTHLY SALARY AND WAGE RATES																	
ALBERTA																	
C A L G A R Y																	
E D M O N T O N																	
Size of Firm (based on Total Employees)																	
and	M - Male F - Female	No. Employed	No. of Firms	Range	Median Rate	Weighted Average	No. Employed	No. of Firms	Range	Median Rate	Weighted Average	No. Employed	No. of Firms	Range	Median Rate	Weighted Average	
Type of Firm Reporting																	
				\$	\$	\$			\$	\$	\$			\$	\$	\$	
TYPE OF FIRM REPORTING	LABOUR FOREMAN - Monthly Rate (dollars per month) (Continued)																
	Manufacturing	M	28	18	345 - 518	425	420	9	5	360 - 518	425	429	8	5	355 - 500	426	429
	Oil Firms	M	12	3	425 - 550	475	485	-	-	- -	- -	- -	- -	- -	- -	-	-
	Public Service	M	19	8	335 - 550	425	449	-	-	- -	- -	- -	- -	- -	- -	-	-
	Wholesale Firms	M	9	5	330 - 541	399	412	-	-	- -	- -	- -	- -	- -	- -	-	-
	Retail Firms	M	7	3	340 - 490	355	401	-	-	- -	- -	- -	- -	- -	- -	-	-
	Construction	M	15	5	372 - 550	500	481	-	-	- -	- -	- -	4	3	372 - 500		443
	Summary	M	90	42	330 - 550	433	443	33	12	330 - 550	475	452	23	12	350 - 550	432	447
SIZE OF FIRM	LABOUR FOREMAN - Hourly Rate (cents per hour)																
	1 - 39	M	18	14	1.45 - 2.35	2.05	1.99	3	3	2.20 - 2.35		2.28	7	4	1.87 - 2.30	2.10	2.10
	40 - 99	M	16	10	1.50 - 2.35	2.11	2.06	6	4	1.90 - 2.35	2.14	2.15	10	6	1.50 - 2.25	2.05	2.01
	100 - 399	M	33	11	1.70 - 2.41	2.22	2.19	21	6	1.70 - 2.41	2.20	2.20	3	3	1.80 - 1.99		1.91
	400 +	M	12	3	2.10 - 2.42	2.10	2.21	-	-	- -	- -	- -	- -	- -	- -	-	-
TYPE OF FIRM REPORTING																	
	Manufacturing	M	19	14	1.50 - 2.30	2.05	1.99	6	3	2.09 - 2.30	2.15	2.16	10	8	1.50 - 2.25	1.97	1.93
	Public Service	M	21	5	1.99 - 2.42	2.22	2.22	-	-	- -	- -	- -	- -	- -	- -	-	-
	Construction	M	29	12	1.50 - 2.41	2.20	2.21	20	6	2.00 - 2.41	2.30	2.27	5	3	2.05 - 2.30	2.20	2.19
	Summary	M	79	38	1.45 - 2.42	2.15	2.12	37	14	1.70 - 2.41	2.15	2.18	20	13	1.50 - 2.30	2.00	2.03
SIZE OF FIRM	CARPENTER - Monthly Rate (dollars per month)																
	40 - 99	M	3	3	425 - 475		446	-	-	- -	- -	- -	- -	- -	- -	-	-
	100 - 399	M	13	11	370 - 442	395	403	6	5	370 - 442	388	397	4	3	375 - 442		421
	400 +	M	120	16	375 - 460	415	418	13	6	395 - 459	415	424	77	8	375 - 460	420	418
TYPE OF FIRM REPORTING																	
	Manufacturing	M	3	3	370 - 437		402	3	3	370 - 437		402	-	-	- -	-	-
	Public Service	M	92	4	375 - 435	425	420	-	-	- -	- -	- -	- -	- -	- -	-	-
	Department Stores	M	12	7	398 - 460	433	431	-	-	- -	- -	- -	9	5	398 - 460	411	423
	Institution	M	21	10	375 - 440	405	402	5	4	375 - 440	395	397	14	4	380 - 430	405	404
	Summary	M	140	32	370 - 475	415	416	22	14	370 - 475	414	417	82	12	375 - 460	420	418

Definition CARPENTER - Performs general maintenance duties which require qualifications as a skilled tradesman.
on Duties:

ALBERTA																		CALGARY						EDMONTON					
Size of Firm (based on Total Employees)																													
and	M - Male F - Female	No. Employed	No. of Firms	Range		Median Rate	Weighted Average	No. Employed	No. of Firms	Range		Median Rate	Weighted Average	No. Employed	No. of Firms	Range		Median Rate	Weighted Average										
Type of Firm Reporting																													
				\$		\$	\$			\$		\$	\$			\$		\$	\$										
SIZE OF FIRM	CARPENTER - Hourly Rate (cents per hour)																												
	1 - 39	M	67	16	1.95 - 2.85	2.70	2.63	32	6	2.00 - 2.85	2.85	2.81	5	4	2.25 - 2.60	2.40	2.41												
	40 - 99	M	89	18	1.95 - 2.85	2.25	2.31	55	10	1.95 - 2.71	2.05	2.15	21	5	1.98 - 2.85	2.80	2.64												
	100 - 399	M	155	23	1.95 - 2.85	2.85	2.72	122	8	2.03 - 2.85	2.85	2.81	20	9	2.00 - 2.85	2.65	2.55												
400 +	M	86	12	1.98 - 2.85	2.31	2.40	69	4	2.31 - 2.85	2.31	2.39	13	7	2.25 - 2.85	2.66	2.59													
TYPE OF FIRM REPORTING																													
Manufacturing	M	111	30	1.95 - 2.85	2.31	2.37	73	10	1.99 - 2.71	2.31	2.37	21	13	1.98 - 2.85	2.45	2.52													
Public Service	M	17	5	1.95 - 2.85	2.65	2.63	-	-	-	-	-	12	3	2.55 - 2.85	2.65	2.66													
Retail Firms	M	10	7	1.95 - 2.40	2.32	2.24	3	3	2.03 - 2.39		2.26	6	3	2.00 - 2.40	2.35	2.28													
Construction	M	250	23	1.95 - 2.85	2.85	2.63	192	12	1.95 - 2.85	2.85	2.64	19	5	2.25 - 2.85	2.80	2.70													
Summary	M	397	69	1.95 - 2.85	2.65	2.55	278	28	1.95 - 2.85	2.85	2.57	59	25	1.98 - 2.85	2.65	2.58													
SIZE OF FIRM	SERVICE STATION ATTENDANT - Monthly Rate (dollars per month)																												
	1 - 39	M	38	16	195 - 340	250	266	18	5	225 - 340	250	266	-	-	-	-	-	-											
	40 - 99	M	23	9	200 - 350	250	259	-	-	-	-	-	-	-	-	-	-	-											
	100 - 399	M	39	15	195 - 350	290	283	19	7	225 - 350	285	283	19	7	195 - 340	300	286												
TYPE OF FIRM REPORTING																													
Oil Firms	M	17	3	225 - 350	285	279	-	-	-	-	-	-	-	-	-	-	-												
Department Stores	M	8	3	260 - 359	288	297	-	-	-	-	-	-	-	-	-	-	-												
Automotive Firms	M	63	30	195 - 350	250	264	17	8	225 - 340	250	269	19	7	200 - 350	270	281													
Summary	M	102	41	195 - 359	269	272	37	12	225 - 350	275	275	33	11	195 - 359	300	289													
SIZE OF FIRM	SERVICE STATION ATTENDANT - Hourly Rate (cents per hour)																												
	1 - 39	M	4	3	1.10 - 1.25		1.20	-	-	-	-	-	-	-	-	-	-	-											
	40 - 99	M	7	4	1.20 - 2.32	1.96	1.74	-	-	-	-	-	-	-	-	-	-	-											
	100 - 399	M	16	5	1.10 - 1.85	1.40	1.44	-	-	-	-	-	13	4	1.10 - 1.85	1.40	1.44												
TYPE OF FIRM REPORTING																													
Automotive Firms	M	18	7	1.10 - 1.75	1.35	1.36	-	-	-	-	-	12	3	1.10 - 1.75	1.35	1.38													
Summary	M	66	14	1.10 - 2.32	2.07	1.85	36	4	1.20 - 2.15	2.09	1.98	25	7	1.10 - 2.32	1.75	1.72													

Definition SERVICE STATION ATTENDANT - Services cars and trucks with gasoline and oil, makes routine checks of batteries, tires, on Duties: radiators, and lights, cleans windshields, orders supplies of gasoline and cleans working area.

MONTHLY SALARY AND WAGE RATE

41

ALBERTA																	CALGARY										EDMONTON									
Size of Firm (based on Total Employees)	M - Male F - Female		No. Employed	No. of Firms	Range		Median Rate		Weighted Average		No. Employed	No. of Firms	Range		Median Rate		Weighted Average		No. Employed	No. of Firms	Range		Median Rate		Weighted Average											
und																																				
Type of Firm Reporting																																				
LIGHT TRUCK DRIVER - Monthly Rate (dollars per month)																																				
SIZE OF FIRM																																				
1 - 39	M	79	55	190 - 355		250 248		23 18		190 - 350		238 251		37 24		190 - 355		250 249																		
40 - 99	M	86	24	195 - 360		325 291		61 11		195 - 347		325 303		23 11		200 - 360		275 270																		
100 - 399	M	173	17	190 - 355		330 307		4 3		235 - 350		289		167 13		190 - 355		330 308																		
	F	3	3	210 - 245		225		- -		- -		-		-		-		-																		
400 +	M	35	10	252 - 340		315 311		10 3		281 - 335		325 319		19 4		252 - 340		300 305																		
TYPE OF FIRM REPORTING																																				
Manufacturing	M	172	17	200 - 355		327 325		43 5		273 - 342		325 323		127 11		200 - 355		335 327																		
Oil Firms	M	5	3	225 - 350		250 265		- -		- -		-		-		-		-																		
Public Service	M	23	3	290 - 330		315 311		- -		- -		-		-		-		-																		
Department Store	M	9	4	217 - 281		238 245		- -		- -		-		-		-		-																		
Wholesale Firms	M	65	31	190 - 350		260 256		28 12		190 - 347		265 260		30 14		195 - 350		250 254																		
Automotive Firms	M	32	17	190 - 335		212 226		8 5		200 - 250		236 230		23 8		190 - 335		200 225																		
Retail Firms	M	55	20	190 - 346		260 259		12 8		195 - 325		260 262		36 8		190 - 346		260 263																		
Institution	M	8	7	300 - 340		315 318		- -		- -		-		3 3		300 - 340		318																		
Construction	M	4	4	325 - 360		348		- -		- -		-		-		-		-																		
Summary	M	373	108	190 - 360		303 291		111 35		190 - 350		325 291		246 52		190 - 360		310 295																		
Summary	F	3	3	210 - 245		225		- -		- -		-		-		-		-																		
LIGHT TRUCK DRIVER - Hourly Rate (cents per hour)																																				
SIZE OF FIRM																																				
1 - 39	M	20	20	1.25 - 2.25		1.62 1.62		5 5		1.25 - 2.25		2.15 1.86		8 8		1.40 - 1.85		1.69 1.65																		
40 - 99	M	34	15	1.25 - 2.20		1.53 1.62		5 5		1.25 - 2.20		2.01 1.85		25 8		1.25 - 2.06		1.50 1.55																		
100 - 399	M	28	12	1.35 - 2.40		2.30 2.16		7 3		1.65 - 2.40		2.40 2.22		19 7		1.75 - 2.33		2.30 2.19																		
400 +	M	27	9	1.76 - 2.36		2.36 2.24		- -		- -		-		25 7		1.78 - 2.36		2.36 2.24																		
TYPE OF FIRM REPORTING																																				
Manufacturing	M	65	29	1.25 - 2.40		2.30 2.10		11 7		1.50 - 2.40		2.36 2.17		50 18		1.40 - 2.36		2.30 2.12																		
Public Service	M	5	3	1.75 - 2.14		1.75 1.87		- -		- -		-		-		-		-																		
Wholesale Firms	M	8	6	1.25 - 1.90		1.70 1.63		- -		- -		-		8 8		1.70 - 1.90		1.70 1.75																		
Automotive Firms	M	4	4	1.25 - 1.90		1.41		- -		- -		-		-		-		-																		
Retail Firms	M	15	4	1.25 - 1.69		1.45 1.44		- -		- -		-		-		-		-																		
Construction	M	10	8	1.40 - 2.25		1.75 1.82		4 4		1.65 - 2.25		2.05		5 3		1.55 - 2.00		1.60 1.71																		
Summary	M	109	56	1.25 - 2.40		1.90 1.91		19 15		1.25 - 2.40		2.15 2.03		77 30		1.25 - 2.36		2.00 1.94																		

Definition LIGHT TRUCK DRIVER - Drives a passenger car, or truck up to 1 1/2 ton capacity. Carries materials and makes collections of Duties: and deliveries. May service but does not repair equipment, keeps simple records.

MONTHLY SALARY AND WAGE RATES

ALBERTA																	CALGARY																	EDMONTON																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																		
Size of Firm (based on Total Employees)																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																				

Definition MEDIUM TRUCK DRIVER - Drives two-ton dump truck or other similar vehicle in carrying and delivering materials. Ser-
of Duties: vices but does not repair equipment.

Definition HEAVY TRUCK DRIVER - Drives a heavy truck of over 3-ton capacity to transport heavy equipment, materials, and mer-
of Duties: chandise. Services but does not repair trucks. Keeps simple records.

MONTHLY SALARY AND WAGE RATES

43

ALBERTA																
CALGARY																
EDMONTON																
Size of Firm (based on Total Employees)	M - Male F - Female	No. Employed	No. of Firms	ALBERTA			No. Employed	No. of Firms	CALGARY			No. Employed	No. of Firms	EDMONTON		
and Type of Firm Reporting				Range	Median Rate	Weighted Average			Range	Median Rate	Weighted Average			Range	Median Rate	Weighted Average
				\$	\$	\$			\$	\$	\$			\$	\$	\$
HEAVY TRUCK DRIVER - Monthly Rate (dollars per month) (Continued)																
TYPE OF FIRM REPORTING																
Manufacturing	M	17	3	360 - 418	380	384	-	-	-	-	-	-	-	-	-	-
Oil Firms	M	41	7	300 - 430	428	406	31	4	300 - 430	430	413	10	3	320 - 428	382	386
Public Service	M	29	6	315 - 415	375	383	-	-	-	-	-	-	-	-	-	-
Department Store	M	64	8	325 - 425	403	398	15	3	325 - 424	390	388	45	3	335 - 425	403	403
Wholesale Firms	M	6	4	331 - 375	338	344	-	-	-	-	-	-	-	-	-	-
Retail Firms	M	15	5	300 - 425	382	360	-	-	-	-	-	7	3	305 - 382	382	352
Construction	M	3	3	325 - 381		349	-	-	-	-	-	-	-	-	-	-
Summary	M	175	36	300 - 430	399	390	70	11	300 - 430	396	398	76	14	305 - 428	403	391
HEAVY TRUCK DRIVER - Hourly Rate (cents per hour)																
SIZE OF FIRM																
1 - 39	M	36	15	1.70 - 2.00	1.86	1.82	-	-	-	-	-	19	8	1.70 - 2.00	1.75	1.78
40 - 99	M	59	5	1.71 - 2.01	1.71	1.74	8	3	1.75 - 2.01	1.90	1.90	-	-	-	-	-
100 - 399	M	142	12	1.70 - 2.10	2.05	2.02	53	5	1.95 - 2.09	2.00	2.02	74	5	1.70 - 2.10	2.05	2.03
TYPE OF FIRM REPORTING																
Manufacturing	M	131	14	1.70 - 2.10	2.05	2.01	52	4	1.95 - 2.09	2.01	2.02	62	5	1.70 - 2.10	2.05	2.04
Wholesale Firms	M	21	5	1.75 - 2.05	2.00	1.95	-	-	-	-	-	18	3	1.75 - 2.05	2.00	1.94
Construction	M	63	9	1.70 - 2.00	1.71	1.74	7	3	1.75 - 2.00	1.90	1.89	53	4	1.71 - 2.00	1.71	1.73
Summary	M	307	34	1.70 - 2.11	2.05	1.96	130	9	1.75 - 2.11	2.11	2.06	145	16	1.70 - 2.10	1.90	1.89
HEAVY EQUIPMENT OPERATOR - Monthly Rate (dollars per month)																
SIZE OF FIRM																
1 - 39	M	7	4	310 - 500	310	376	-	-	-	-	-	-	-	-	-	-
TYPE OF FIRM REPORTING																
Oil Firms	M	8	4	400 - 516	459	455	-	-	-	-	-	-	-	-	-	-
Summary	M	19	9	285 - 516	416	391	-	-	-	-	-	6	3	400 - 476	459	450
HEAVY EQUIPMENT OPERATOR - Hourly Rate (cents per hour)																
SIZE OF FIRM																
1 - 39	M	5	3	2.18 - 2.75	2.18	2.41	-	-	-	-	-	-	-	-	-	-
40 - 99	M	17	5	2.08 - 2.40	2.20	2.22	13	3	2.15 - 2.40	2.15	2.22	-	-	-	-	-
100 - 399	M	76	11	2.06 - 2.75	2.25	2.28	29	3	2.25 - 2.75	2.40	2.42	18	3	2.20 - 2.50	2.20	2.28
400 +	M	109	4	2.13 - 2.61	2.23	2.28	-	-	-	-	-	-	-	-	-	-

Definition HEAVY EQUIPMENT OPERATOR - Operates a heavy crawler type tractor or bulldozer, roller, elevator grader, hoist, asphalt distributor, large concrete mixer, power shovel, etc. services equipment with fuel oil and grease and makes minor running adjustments and repairs.

MONTHLY SALARY AND WAGE RATES

ALBERTA																	CALGARY						EDMONTON					
Size of Firm (based on Total Employees)																												
and	M - Male F - Female	No. Employed	No. of Firms	Range		Median Rate	Weighted Average	No. Employed	No. of Firms	Range		Median Rate	Weighted Average	No. Employed	No. of Firms	Range		Median Rate	Weighted Average									
Type of Firm Reporting																												
				\$		\$	\$			\$		\$	\$			\$		\$	\$									
TYPE OF FIRM	HEAVY EQUIPMENT OPERATOR - Hourly Rate (cents per hour) (Continued)																											
Manufacturing	M	46	10	2.08 - 2.60	2.25	2.33	-	-	-	-	-	-	-	18	3	2.20 - 2.50	2.20	2.28										
Public Service	M	127	5	2.06 - 2.61	2.23	2.24	-	-	-	-	-	-	-	-	-	-	-	-										
Construction	M	25	6	2.18 - 2.75	2.35	2.42	21	4	2.25 - 2.75	2.40	2.45	-	-	-	-	-	-	-										
Summary	M	207	23	2.06 - 2.75	2.23	2.28	123	8	2.15 - 2.75	2.23	2.29	25	5	2.18 - 2.61	2.20	2.35												
SIZE OF FIRM	AUTOMOBILE MECHANIC (JOURNEYMAN) - Monthly Rate (dollars per month)																											
1 - 39	M	31	14	325 - 400	365	368	10	5	350 - 400	377	375	-	-	-	-	-	-	-										
40 - 99	M	17	6	325 - 450	400	384	15	4	325 - 450	400	381	-	-	-	-	-	-	-										
100 - 399	M	31	11	335 - 450	416	407	14	5	385 - 450	416	411	17	6	335 - 450	394	405												
400 +	M	118	14	375 - 444	418	419	17	4	375 - 444	424	418	66	4	375 - 435	435	421												
TYPE OF FIRM REPORTING																												
Manufacturing	M	7	5	350 - 450	385	395	-	-	-	-	-	5	3	350 - 433	375	387												
Oil Firms	M	12	5	350 - 450	400	402	10	4	350 - 450	400	400	-	-	-	-	-	-											
Public Service	M	112	10	375 - 435	416	419	-	-	-	-	-	-	-	-	-	-	-											
Department Stores	M	16	5	390 - 433	416	409	12	3	390 - 416	416	409	-	-	-	-	-	-											
Wholesale Firms	M	17	5	325 - 425	350	366	-	-	-	-	-	-	-	-	-	-	-											
Automotive Firms	M	21	9	335 - 450	385	389	6	3	350 - 390	375	373	-	-	-	-	-	-											
Retail Firms	M	8	3	325 - 390	370	363	-	-	-	-	-	-	-	-	-	-	-											
Summary	M	197	45	325 - 450	415	406	56	18	325 - 450	400	399	86	12	335 - 450	433	417												
SIZE OF FIRM	AUTOMOBILE MECHANIC (JOURNEYMAN) - Hourly Rate (cents per hour)																											
1 - 39	M	159	37	2.00 - 2.55	2.20	2.20	54	9	2.00 - 2.55	2.28	2.29	26	11	2.00 - 2.35	2.20	2.21												
40 - 99	M	181	22	2.00 - 2.50	2.15	2.20	40	5	2.00 - 2.40	2.40	2.31	60	10	2.00 - 2.50	2.30	2.29												
100 - 399	M	441	25	2.00 - 2.55	2.39	2.34	124	6	2.05 - 2.55	2.40	2.39	257	14	2.00 - 2.55	2.35	2.35												
400 +	M	103	4	2.15 - 2.59	2.50	2.53	-	-	-	-	-	-	-	-	-	-												
TYPE OF FIRM REPORTING																												
Manufacturing	M	27	8	2.04 - 2.55	2.35	2.34	-	-	-	-	-	16	3	2.27 - 2.55	2.35	2.38												
Oil Firms	M	4	4	2.25 - 2.35		2.31	-	-	-	-	-	3	3	2.25 - 2.35		2.32												
Public Service	M	105	4	2.16 - 2.59	2.50	2.53	-	-	-	-	-	-	-	-	-	-												
Wholesale Firms	M	128	11	2.00 - 2.50	2.35	2.29	-	-	-	-	-	59	5	2.05 - 2.50	2.35	2.30												
Automotive Firms	M	592	47	2.00 - 2.55	2.35	2.28	187	12	2.05 - 2.55	2.40	2.37	248	14	2.00 - 2.55	2.35	2.34												
Retail Firms	M	13	4	2.00 - 2.35	2.35	2.30	-	-	-	-	-	-	-	-	-	-												
Construction	M	15	10	2.00 - 2.55	2.20	2.20	-	-	-	-	-	12	8	2.00 - 2.45	2.13	2.15												
Summary	M	884	88	2.00 - 2.59	2.35	2.31	265	21	2.00 - 2.55	2.40	2.38	394	36	2.00 - 2.59	2.35	2.36												

Definition AUTOMOBILE MECHANIC (Journeyman) - Does skilled automotive equipment repair work of a journeyman's level, inspects of Duties: and locates mechanical defects, overhauls, repairs and adjusts automobiles, trucks, and other automotive equipment.

MONTHLY SALARY AND WAGE RATES

4

Size of Firm (based on Total Employees)	ALBERTA						CALGARY						EDMONTON					
	M - Male F - Female	No. Employed	No. of Firms	Range	Median Rate	Weighted Average	No. Employed	No. of Firms	Range	Median Rate	Weighted Average	No. Employed	No. of Firms	Range	Median Rate	Weighted Average		
and																		
Type of Firm Reporting																		
				\$	\$	\$			\$	\$	\$			\$	\$	\$		
SIZE OF FIRM	FOREMAN MECHANIC OR SERVICE MANAGER - Monthly Rate (dollars per month)																	
1 - 39	M	46	33	375 - 600	480	473	15	12	375 - 600	425	457	20	10	375 - 600	500	488		
40 - 99	M	38	19	375 - 600	443	469	8	6	425 - 600	495	505	16	7	375 - 600	470	474		
100 - 399	M	48	23	400 - 575	463	469	15	7	400 - 565	460	470	26	11	400 - 550	453	460		
400 +	M	32	9	415 - 576	475	486	12	4	455 - 576	539	531	-	-	-	-	-		
TYPE OF FIRM REPORTING																		
Manufacturing	M	4	3	440 - 502		486	-	-	-	-	-	-	-	-	-	-		
Oil Firms	M	10	7	400 - 600	527	503	5	5	400 - 600	525	495	-	-	-	-	-		
Public Service	M	31	9	415 - 576	475	483	-	-	-	-	-	-	-	-	-	-		
Department Store	M	3	3	407 - 433		417	-	-	-	-	-	-	-	-	-	-		
Wholesale Firms	M	20	12	375 - 600	463	468	4	4	400 - 600		469	12	5	375 - 550	433	450		
Automotive Firms	M	81	37	375 - 600	450	460	22	11	375 - 600	445	466	35	11	375 - 600	450	460		
Retail Firms	M	5	5	400 - 600	500	509	-	-	-	-	-	-	-	-	-	-		
Construction	M	10	8	375 - 600	538	529	-	-	-	-	-	8	6	375 - 600	538	525		
Summary	M	164	84	375 - 600	475	474	50	29	375 - 600	475	486	67	29	375 - 600	475	472		
SIZE OF FIRM	FOREMAN MECHANIC OR SERVICE MANAGER - Hourly Rate (cents per hour)																	
1 - 39	M	3	3	2.30 - 2.45		2.40	-	-	-	-	-	-	-	-	-	-		
40 - 99	M	3	3	2.24 - 2.75		2.46	-	-	-	-	-	3	3	2.24 - 2.75		2.46		
100 - 399	M	12	4	2.35 - 2.60	2.50	2.49	6	3	2.35 - 2.60	2.45	2.48	-	-	-	-	-		
TYPE OF FIRM REPORTING																		
Manufacturing	M	6	4	2.24 - 2.60	2.44	2.45	-	-	-	-	-	-	-	-	-	-		
Summary	M	25	12	2.24 - 2.75	2.50	2.53	6	3	2.35 - 2.60	2.45	2.48	17	7	2.24 - 2.75	2.50	2.56		
SIZE OF FIRM	JUNIOR SOLICITOR																	
1 - 39	M	7	4	235 - 600	525	455	6	3	275 - 600	525	492	-	-	-	-	-		
100 - 399	M	3	3	600 - 660		637	-	-	-	-	-	-	-	-	-	-		
400 +	M	12	3	475 - 685	545	576	-	-	-	-	-	-	-	-	-	-		
TYPE OF FIRM REPORTING																		
Oil Firms	M	3	3	600 - 650		617	3	3	600 - 650		617	-	-	-	-	-		
Public Service	M	19	7	235 - 685	525	535	11	3	275 - 685	525	520	8	4	235 - 685	583	555		
Summary	M	22	10	235 - 685	545	546	14	6	275 - 685	541	541	8	4	235 - 685	584	555		

Definition: FOREMAN MECHANIC OR SERVICE MANAGER - Incumbent must be skilled in automotive repair work and have journeyman's rating. May have special training in service functions and the use of special equipment. Directs mechanics in their duties, details work and handles special problems related to service and repair.

Definition: JUNIOR SOLICITOR - Performs beginning level professional legal work within a specific field of law. Reviews legal documents, prepares actions for court and may attend in court to represent the interests of the organization served.

MONTHLY SALARY AND WAGE RATES

Size of Firm (based on Total Employees)		ALBERTA						CALGARY				EDMONTON					
		M - Male F - Female	No. Employed	No. of Firms	Range	Median Rate	Weighted Average	No. Employed	No. of Firms	Range	Median Rate	Weighted Average	No. Employed	No. of Firms	Range	Median Rate	Weighted Average
and Type of Firm Reporting					\$	\$	\$			\$	\$	\$			\$	\$	\$
SIZE OF FIRM		SOLICITOR															
1 - 39		M	21	10	550 - 977	650	683	8	4	625 - 977	750	785	10	5	550 - 650	600	598
40 - 99		M	4	4	728 - 970		860	3	3	816 - 970		904	-	-	-	-	-
100 - 399		M	14	10	600 - 984	862	850	12	8	600 - 980	862	847	-	-	-	-	-
400 +		M	13	5	625 - 914	785	764	-	-	-	-	-	10	3	625 - 914	767	756
TYPE OF FIRM REPORTING																	
Oil Firms		M	17	13	600 - 980	850	843	16	12	600 - 980	863	848	-	-	-	-	-
Public Service		M	25	10	550 - 984	725	741	8	3	625 - 875	750	759	16	6	550 - 984	670	721
Financial Firms		M	10	6	550 - 977	663	678	-	-	-	-	-	6	4	550 - 728	600	617
Summary		M	52	29	550 - 984	750	762	25	16	600 - 980	833	825	23	11	550 - 984	650	695
SIZE OF FIRM		ESTATES ADMINISTRATOR															
40 - 99		M	8	4	395 - 525	466	459	6	3	416 - 525	483	478	-	-	-	-	-
TYPE OF FIRM REPORTING																	
Financial Firms		M	10	6	395 - 558	483	472	7	4	416 - 558	483	490	-	-	-	-	-
Summary		M	18	8	395 - 558	519	502	8	5	416 - 558	498	497	10	3	395 - 545	545	506
SIZE OF FIRM		SENIOR ESTATES ADMINISTRATOR															
40 - 99		M	7	5	494 - 708	598	592	4	4	494 - 708		613	-	-	-	-	-
TYPE OF FIRM REPORTING																	
Financial Firms		M	8	6	494 - 750	598	611	4	4	494 - 708		613	-	-	-	-	-
Summary		M	12	8	494 - 750	627	619	5	5	494 - 708	566	599	7	3	494 - 750	655	634
SIZE OF FIRM		LEGAL STENOGRAPHER															
1 - 39		F	100	30	240 - 350	280	286	44	5	240 - 350	295	291	47	19	240 - 335	280	286
100 - 399		F	18	9	275 - 361	325	327	15	7	290 - 361	330	333	-	-	-	-	-
400 +		F	13	4	267 - 347	322	317	9	3	267 - 347	322	321	-	-	-	-	-

Definition: SOLICITOR - Performs professional legal work within a specific field of law. Provides advice and counsel to senior officials.
of Duties: Prepares court actions and represents the organization served, in all levels of provincial court. Drafts a variety of legal forms and may have considerable public contact.

Definition: ESTATES ADMINISTRATOR - Performs the detailed administration of assigned estates of deceased persons. Prepares numerous legal documents and much correspondence to protect the value of the estate. Not a professional legal position.

Definition: SENIOR ESTATES ADMINISTRATOR - Assigns work to junior administrators. Handles complex work or emergency problems personally. Provides advice and training to subordinate staff.

Definition: LEGAL STENOGRAPHER - Performs stenographic work in a legal office. Takes dictation and transcribes, from notes and/or recording equipment, a variety of legal documents and correspondence. Requires a highly competent stenographer with high school education and a knowledge of legal terminology. Performs secretarial and receptionist duties as required.

MONTHLY SALARY AND WAGE RATES

47

Size of Firm (based on Total Employees)	ALBERTA						CALGARY						EDMONTON					
	M - Male F - Female	No. Employed	No. of Firms	Range	Median Rate	Weighted Average	No. Employed	No. of Firms	Range	Median Rate	Weighted Average	No. Employed	No. of Firms	Range	Median Rate	Weighted Average		
and Type of Firm Reporting				\$	\$	\$			\$	\$	\$			\$	\$	\$		
TYPE OF FIRM REPORTING	LEGAL STENOGRAPHER (Continued)																	
	Oil Firms	F	23	11	275 - 361	330	330	20	9	290 - 361	337	334	-	-	-	-	-	
	Public Service	F	62	13	240 - 340	292	290	28	5	240 - 340	280	289	34	8	240 - 335	300	292	
	Financial Firms	F	47	20	240 - 350	280	284	-	-	-	-	-	17	12	240 - 325	280	281	
	Summary	F	132	44	240 - 361	300	295	69	16	240 - 361	305	305	54	22	240 - 335	285	289	
SIZE OF FIRM	ASSESSOR																	
400 +	M	52	7	395 - 548	459	479	7	3	438 - 483	438	450	43	3	395 - 548	475	485		
TYPE OF FIRM REPORTING																		
Public Service	M	55	9	395 - 548	459	476	7	3	438 - 483	438	450	43	3	395 - 548	475	485		
Summary	M	55	9	395 - 548	459	476	7	3	438 - 483	438	450	43	3	395 - 548	475	485		
TYPE OF FIRM REPORTING	COMMUNITY PROGRAMME SUPERVISOR																	
Public Service	M	6	3	425 - 650	533	536	-	-	-	-	-	-	-	-	-	-		
Summary	M	6	3	425 - 650	533	536	-	-	-	-	-	-	-	-	-	-		
SIZE OF FIRM	PLANNING OFFICER (INEXPERIENCED)																	
400 +	M	8	3	452 - 657	520	530	-	-	-	-	-	-	-	-	-	-		
TYPE OF FIRM REPORTING																		
Public Service	M	8	3	452 - 657	520	530	-	-	-	-	-	-	-	-	-	-		
Summary	M	8	3	452 - 657	520	530	-	-	-	-	-	-	-	-	-	-		
SIZE OF FIRM	PLANNING OFFICER (EXPERIENCED)																	
400 +	M	9	3	655 - 870	851	800	-	-	-	-	-	-	-	-	-	-		
TYPE OF FIRM REPORTING																		
Public Service	M	9	3	655 - 870	851	800	-	-	-	-	-	-	-	-	-	-		
Summary	M	9	3	655 - 870	851	800	-	-	-	-	-	-	-	-	-	-		

Definition of Duties: ASSESSOR - Performs technical assessment work in determining the value of real property for taxation purposes. Assignments include residential, commercial, industrial, and agricultural land. Supervision may be exercised over trainees and direction and guidance is received, when necessary, from a senior assessor.

Definition of Duties: COMMUNITY PROGRAMME SUPERVISOR - Performs professional work in directing a specialized recreational and cultural programme for communities. Supervises staff of full or part-time instructors and gives technical assistance to officials of community groups or boards. Requires university degree in arts, education or recreation, with experience in group work and teaching.

Definition of Duties: PLANNING OFFICER (Inexperienced) - Performs beginning level professional work in community and regional planning. Conducts surveys to determine requirements, reviews plans for conformance to regulations, advises municipal officials. Assignments are received from senior planning officers, who give direction on new or complex work and make final decisions on major issues.

Definition of Duties: PLANNING OFFICER (Experienced) - Performs advanced professional work in town and rural planning. Responsible for formulation of major plans, for the orderly development of urban and rural communities. Acts as lead man and co-ordinator on projects and supervises junior planning officers and technical personnel assigned to the project.

MONTHLY SALARY AND WAGE RATES

		ALBERTA						CALGARY						EDMONTON					
Size of Firm (based on Total Employees)		M - Male F - Female	No. Employed	No. of Firms	Range	Median Rate	Weighted Average	No. Employed	No. of Firms	Range	Median Rate	Weighted Average	No. Employed	No. of Firms	Range	Median Rate	Weighted Average		
and	Type of Firm Reporting																		
					\$	\$	\$			\$	\$	\$			\$	\$	\$		
TYPE OF FIRM REPORTING		WATER TREATMENT PLANT OPERATOR																	
Public Service		M	20	4	325 - 420	397	390	-	-	-	-	-	-	-	-	-	-		
Summary		M	20	4	325 - 420	397	390	-	-	-	-	-	-	-	-	-	-		
SIZE OF FIRM		SEWAGE PLANT OPERATOR																	
400 +		M	8	1	375 - 397	397	389	-	-	-	-	-	-	-	-	-	-		
TYPE OF FIRM REPORTING																			
Public Service		M	8	3	375 - 397	397	389	-	-	-	-	-	-	-	-	-	-		
Summary		M	8	3	375 - 397	397	389	-	-	-	-	-	-	-	-	-	-		
SIZE OF FIRM		ELECTRICAL INSPECTOR																	
400 +		M	31	8	475 - 549	545	531	-	-	-	-	-	-	-	-	-	-		
TYPE OF FIRM REPORTING																			
Public Service		M	31	8	475 - 549	545	531	-	-	-	-	-	-	-	-	-	-		
Summary		M	31	8	475 - 549	545	531	-	-	-	-	-	-	-	-	-	-		
SIZE OF FIRM		GAS INSPECTOR																	
400 +		M	16	7	435 - 520	485	489	-	-	-	-	-	-	-	-	-	-		
TYPE OF FIRM REPORTING																			
Public Service		M	16	7	435 - 520	485	489	-	-	-	-	-	-	-	-	-	-		
Summary		M	16	7	435 - 520	485	489	-	-	-	-	-	-	-	-	-	-		

Definition: WATER TREATMENT PLANT OPERATOR - Controls and operates a water supply system to provide an adequate supply of filtered treated water to public buildings. Also assumes responsibility for a sewage lift station. Two year course in industrial laboratory technology required.

Definition: SEWAGE PLANT OPERATOR - Operates and maintains a plant disposing of sewage from large public installations. May supervise unskilled personnel and receives supervision, as necessary from a Steam Plant Engineer. Conducts chemical analyses and services equipment.

Definition: ELECTRICAL INSPECTOR - Inspects electrical appliances, equipment, and installations for compliance with regulations, codes, and safety standards. Requires completion of an approved apprenticeship in the electrical trade.

Definition: GAS INSPECTOR - Inspects gas appliances, equipment, and installations for compliance with legislation, regulations, codes, and safety standards. Requires completion of an approved apprenticeship in the gasfitting trade.

MONTHLY SALARY AND WAGE RATES

49

Size of Firm (based on Total Employees)		ALBERTA						CALGARY						EDMONTON					
and	M - Male F - Female	No. Employed	No. of Firms	Range	Median Rate	Weighted Average	No. Employed	No. of Firms	Range	Median Rate	Weighted Average	No. Employed	No. of Firms	Range	Median Rate	Weighted Average			
Type of Firm Reporting				\$	\$				\$	\$				\$	\$				
SIZE OF FIRM		BUILDING INSPECTOR																	
400 +	M	22	3	420 - 569	483	494	-	-	-	-	-	-	-	-	-	-			
TYPE OF FIRM REPORTING																			
Public Service	M	23	4	420 - 569	483	491	-	-	-	-	-	-	-	-	-	-			
Summary	M	23	4	420 - 569	483	491	-	-	-	-	-	-	-	-	-	-			
SIZE OF FIRM		FIRE INSPECTOR																	
400 +	M	12	6	415 - 495	465	465	3	3	435 - 495	463	463	9	3	415 - 495	465	466			
TYPE OF FIRM REPORTING																			
Public Service	M	15	8	415 - 495	465	465	3	3	435 - 495	463	463	9	3	415 - 495	465	466			
Summary	M	15	8	415 - 495	465	465	3	3	435 - 495	463	463	9	3	415 - 495	465	466			
SIZE OF FIRM		SOCIAL WORKER																	
400 +	M	106	21	360 - 455	395	402	31	6	360 - 455	395	395	38	8	360 - 455	401	410			
	F	128	14	360 - 459	398	404	46	4	360 - 459	415	416	70	3	360 - 459	395	398			
TYPE OF FIRM REPORTING																			
Public Service	M	107	22	360 - 455	395	402	31	6	360 - 455	395	395	39	8	360 - 455	401	410			
Public Service	F	128	14	360 - 459	397	404	46	4	360 - 459	415	416	70	3	360 - 459	395	398			
Summary	M	107	22	360 - 455	395	402	31	6	360 - 455	395	395	39	8	360 - 455	401	410			
Summary	F	128	14	360 - 459	397	404	46	4	360 - 459	415	416	70	3	360 - 459	395	398			
SIZE OF FIRM		CASEWORK SUPERVISOR																	
400 +	M	32	12	475 - 570	545	535	7	4	520 - 570	557	552	7	4	520 - 570	545	535			
	F	9	6	455 - 570	520	515	4	3	520 - 570	554	554	5	3	455 - 520	475	484			
TYPE OF FIRM REPORTING																			
Public Service	M	32	12	475 - 570	545	535	7	4	520 - 570	557	552	7	4	520 - 570	545	535			
Public Service	F	9	6	455 - 570	520	515	4	3	520 - 570	554	554	5	3	455 - 520	475	484			
Summary	M	32	12	475 - 570	545	535	7	4	520 - 570	557	552	7	4	520 - 570	545	535			
Summary	F	9	6	455 - 570	520	515	4	3	520 - 570	554	554	5	3	455 - 520	475	484			

Definition of Duties: **BUILDING INSPECTOR** - Inspects all types of new construction, alterations & additions of various structures, enforces provisions of the Building Code, negotiates required changes or modifications, deals with complaints, fire damage to buildings, zoning regulations, etc. Writes daily inspection reports, places stop work orders where necessary, discusses exceptional cases with a supervisor.

Definition of Duties: **FIRE INSPECTOR** - Performs inspectional, investigational, and instructional duties to enforce the application of the legislation, regulations, codes, and ordinances, applicable to fire suppression and safety in buildings and public places. Requires specialized training in firefighting or law enforcement.

Definition of Duties: **SOCIAL WORKER** - Performs, under supervision, beginning level professional social work, carries out casework in child welfare, public assistance, pensions and rehabilitation.

Definition of Duties: **CASEWORK SUPERVISOR** - Assigns cases to subordinates, reviews reports, and advises accordingly. Enforces welfare legislation and reviews applications for various types of licenses related to child care. In large centres may be responsible for a specialized segment of the welfare programme.

MONTHLY SALARY AND WAGE RATES

MONTHLY REPORT - JANUARY 1967																
				ALBERTA			CALGARY					EDMONTON				
Size of Firm (based on Total Employees)	M - Male F - Female	No. Employed	No. of Firms	Range	Median Rate	Weighted Average	No. Employed	No. of Firms	Range	Median Rate	Weighted Average	No. Employed	No. of Firms	Range	Median Rate	Weighted Average
and Type of Firm Reporting																
				\$	\$	\$			\$	\$	\$			\$	\$	\$
EMERGENCY MEASURES OFFICER																
SIZE OF FIRM																
400 +	M	7	4	435 - 581	519	495	-	-	-	-	-	6	3	435 - 581	488	491
TYPE OF FIRM REPORTING																
Public Service	M	8	5	435 - 581	489	490	-	-	-	-	-	6	3	435 - 581	488	491
Summary	M	8	5	435 - 581	489	490	-	-	-	-	-	6	3	435 - 581	488	491
SANITATION INSPECTOR																
SIZE OF FIRM																
400 +	M	20	3	483 - 504	489	493	-	-	-	-	-	-	-	-	-	-
TYPE OF FIRM REPORTING																
Public Service	M	21	4	465 - 504	483	492	-	-	-	-	-	-	-	-	-	-
Summary	M	21	4	465 - 504	483	492	-	-	-	-	-	-	-	-	-	-
KITCHEN ORDERLY																
SIZE OF FIRM																
1 - 39	F	6	3	150 - 229	172	176	-	-	-	-	-	-	-	-	-	-
40 - 99	F	58	17	150 - 227	174	174	10	4	155 - 227	193	195	-	-	-	-	-
100 - 399	M	6	3	231 - 279	249	253	-	-	-	-	-	-	-	-	-	-
	F	90	9	150 - 215	170	173	-	-	-	-	-	-	-	-	-	-
400 +	M	122	17	230 - 292	262	265	40	8	230 - 292	290	279	39	5	230 - 290	262	265
	F	15	3	174 - 230	206	205	-	-	-	-	-	-	-	-	-	-
TYPE OF FIRM REPORTING																
Department Store	F	12	4	168 - 226	186	192	-	-	-	-	-	-	-	-	-	-
Retail Firms	F	4	3	173 - 227		196	-	-	-	-	-	-	-	-	-	-
Institution	M	126	19	230 - 292	262	265	41	9	230 - 292	290	278	39	5	230 - 290	252	265
Institution	F	152	24	150 - 230	170	174	14	3	155 - 208	185	183	-	-	-	-	-
Summary	M	128	20	230 - 292	262	264	41	9	230 - 292	290	278	41	6	230 - 290	262	263
Summary	F	169	32	150 - 230	174	176	20	7	155 - 229	188	193	22	3	173 - 206	196	192

Definition: **EMERGENCY MEASURES OFFICER** - Performs technical, instructional, and administrative duties in promoting public acceptance of, and adherence to, civil defence policies and procedures. Supervises volunteer workers during civil defence exercises. Requires military training.

Definition: **SANITATION INSPECTOR** - Inspects water supply and sewage disposal systems, enforces regulations governing the sale and handling of foods and the control of communicable diseases. This is not a professional position but does require completion of a recognized course in sanitation.

Definition: **KITCHEN ORDERLY** - Assists in the preparation and serving of food, cleans utensils, equipment and premises, cleans and prepares vegetables, loads trays and food wagons, receives and checks food supplies and disposes of garbage, assists cooks or butchers on assigned tasks.

MONTHLY SALARY AND WAGE RATES																	
ALBERTA																	
CALGARY																	
EDMONTON																	
Size of Firm (based on Total Employees)	M - Male F - Female	No. Employed	No. of Firms	Range	Median Rate	Weighted Average	No. Employed	No. of Firms	Range	Median Rate	Weighted Average	No. Employed	No. of Firms	Range	Median Rate	Weighted Average	
and																	
Type of Firm Reporting																	
SIZE OF FIRM				\$	\$	\$			\$	\$	\$			\$	\$	\$	
				COOK													
	1 - 39	F	16	8	185 - 269	220	225	-	-	-	-	-	-	-	-	-	
	40 - 99	M	6	3	260 - 325	292	290	6	3	260 - 325	292	290	-	-	-	-	-
		F	31	15	190 - 302	220	227	9	4	190 - 302	227	246	-	-	-	-	-
	100 - 399	M	32	6	248 - 364	302	290	-	-	-	-	-	23	5	248 - 346	260	277
		F	44	19	185 - 299	230	232	3	3	220 - 281		247	10	7	198 - 298	220	230
	400 +	M	63	16	242 - 360	317	316	15	4	242 - 358	330	323	33	9	264 - 360	317	315
F		16	6	195 - 290	240	246	-	-	-	-	-	9	3	195 - 240	235	223	
TYPE OF FIRM REPORTING																	
Department Store	M	4	4	326 - 358		344	-	-	-	-	-	3	3	326 - 346		339	
Department Store	F	9	6	212 - 281	227	233	-	-	-	-	-	-	-	-	-	-	
Retail Firms	M	37	8	248 - 364	302	288	15	4	260 - 364	314	310	22	4	248 - 325	255	274	
Retail Firms	F	23	13	198 - 302	242	247	7	3	260 - 302	269	279	14	8	198 - 298	232	231	
Institution	M	60	13	242 - 360	317	314	14	3	242 - 341	329	321	31	7	264 - 360	317	314	
Institution	F	75	29	185 - 299	225	227	6	4	190 - 260	230	228	9	3	195 - 240	235	223	
Summary	M	101	25	242 - 364	314	306	30	8	242 - 364	316	317	56	14	248 - 360	310	300	
Summary	F	107	48	185 - 302	227	232	17	9	190 - 302	260	252	24	12	195 - 298	235	230	
CHEF OR CHIEF COOK																	
SIZE OF FIRM																	
40 - 99	M	3	3	433 - 525		478	3	3	433 - 525		478	-	-	-	-	-	
	F	8	8	203 - 335	220	242	-	-	-	-	-	-	-	-	-	-	
100 - 399	M	8	6	374 - 625	445	451	-	-	-	-	-	-	-	-	-	-	
	F	9	7	225 - 345	290	281	-	-	-	-	-	-	-	-	-	-	
400 +	M	14	13	384 - 500	426	425	5	5	384 - 438	433	416	8	7	390 - 500	418	425	
TYPE OF FIRM REPORTING																	
Department Store	M	3	3	384 - 435		417	-	-	-	-	-	-	-	-	-	-	
Retail Firms	M	8	5	375 - 625	437	455	3	3	433 - 625		511	-	-	-	-	-	
Institution	M	15	14	374 - 525	435	434	5	5	390 - 525	438	450	7	6	390 - 500	415	423	
Institution	F	17	15	203 - 345	250	263	-	-	-	-	-	-	-	-	-	-	
Summary	M	26	23	374 - 625	434	439	10	10	384 - 625	436	460	12	9	375 - 510	418	425	
Summary	F	17	15	203 - 345	250	263	-	-	-	-	-	-	-	-	-	-	

Definition COOK - Under direction, prepares and cooks soups, meats, vegetables, desserts and other foodstuffs. Assists with the of Duties: training of kitchen orderlies, measures out food for diets, assists in cleaning equipment.

Definition CHEF OR CHIEF COOK - Supervises activities in the kitchen of a medium sized establishment, assigns work to staff, re- of Duties: quisitions food and supplies. Performs or assists in the preparation of the menu.

ALBERTA																
CALGARY																
EDMONTON																
Size of Firm (based on Total Employees)	M - Male F - Female	No. Employed	No. of Firms	Range	Median Rate	Weighted Average	No. Employed	No. of Firms	Range	Median Rate	Weighted Average	No. Employed	No. of Firms	Range	Median Rate	Weighted Average
and Type of Firm Reporting																
				\$	\$	\$			\$	\$	\$			\$	\$	\$
SIZE OF FIRM	BAKER															
1 - 39	M	6	4	279 - 403	342	342	-	-	-	-	-	-	-	-	-	-
40 - 99	M	6	5	300 - 403	345	347	-	-	-	-	-	-	-	-	-	-
100 - 399	M	5	3	291 - 381	320	335	-	-	-	-	-	-	-	-	-	-
	F	7	6	187 - 273	257	241	-	-	-	-	-	3	3	187 - 273		240
400 +	M	36	16	290 - 404	381	371	18	5	327 - 404	404	391	14	9	290 - 393	363	355
TYPE OF FIRM REPORTING																
Department Store	M	8	7	300 - 403	370	358	4	3	327 - 381		362	-	-	-	-	-
Department Store	F	5	4	187 - 273	252	246	-	-	-	-	-	-	-	-	-	-
Retail Firms	M	27	9	279 - 404	393	373	15	4	291 - 404	404	392	-	-	-	-	-
Retail Firms	F	5	4	187 - 271	263	249	-	-	-	-	-	4	3	187 - 263		243
Institution	M	18	12	290 - 383	345	347	5	3	330 - 383	381	371	9	7	290 - 375	330	337
Institution	F	5	4	215 - 260	240	241	-	-	-	-	-	-	-	-	-	-
Summary	M	53	28	279 - 404	375	361	24	10	291 - 404	404	383	17	11	290 - 403	360	353
Summary	F	15	12	187 - 273	257	245	5	4	187 - 260	252	238	6	5	187 - 273	263	252
DIETITIAN (BEGINNING LEVEL)																
SIZE OF FIRM																
100 - 399	F	3	3	330 - 402		371	-	-	-	-	-	-	-	-	-	-
400 +	F	22	7	345 - 420	369	376	14	4	345 - 420	362	376	8	3	350 - 410	381	377
TYPE OF FIRM REPORTING																
Institution	F	26	11	330 - 440	377	378	15	5	345 - 420	364	376	8	3	350 - 410	381	377
Summary	F	27	12	330 - 440	374	377	16	6	341 - 420	362	374	8	3	350 - 410	382	377
DIETITIAN (EXPERIENCED)																
SIZE OF FIRM																
100 - 399	F	3	3	425 - 450		442	-	-	-	-	-	-	-	-	-	-
400 +	F	14	8	400 - 555	460	463	-	-	-	-	-	11	7	400 - 550	430	450
TYPE OF FIRM REPORTING																
Institution	F	17	12	400 - 555	450	459	-	-	-	-	-	11	7	400 - 550	430	450
Summary	F	17	12	400 - 555	450	459	-	-	-	-	-	11	7	400 - 550	430	450

Definition: **BAKER** - Under direction, bakes bread, cakes, pastries and pies. Makes icings and fillings. May specialize in one particular type of baking.

Definition: **DIETITIAN (Beginning Level)** - Develops and plans general and special diets in a hospital or institution and supervises their preparation, consults with doctors on contents of special diets and the use of substitute food, inspects special diets served to patients, requisitions needed supplies and equipment. This is the first professional level. College graduate with specialization in home economics or dietetics, preferably with completion of an approved internship.

Definition: **DIETITIAN (Experienced)** - Duties as above but work is performed in a very large hospital or institution requiring the management of extensive culinary facilities and the supervision of professional assistants.

ALBERTA																	CALGARY						EDMONTON					
Size of Firm (based on Total Employees)																												
and	M - Male F - Female	No. Employed	No. of Firms	Range		Median Rate	Weighted Average	No. Employed	No. of Firms	Range		Median Rate	Weighted Average	No. Employed	No. of Firms	Range		Median Rate	Weighted Average									
Type of Firm Reporting																												
				\$	\$	\$				\$	\$	\$				\$	\$	\$										
SIZE OF FIRM	HOME ECONOMIST (BEGINNING LEVEL)																											
400 +	F	23	8	344 - 545	455	456	-	-	-	-	-	-	-	-	-	-	-	-	-									
TYPE OF FIRM REPORTING																												
Public Service	F	20	6	375 - 545	488	470	-	-	-	-	-	-	-	-	-	-	-	-	-									
Summary	F	23	8	344 - 545	455	456	-	-	-	-	-	-	-	-	-	-	-	-	-									
SIZE OF FIRM	HOSPITAL MAID (FEMALE)																											
1 - 39	F	32	10	160 - 220	175	177	-	-	-	-	-	-	-	5	3	173 - 191	173	170	-									
40 - 99	F	39	10	160 - 205	170	178	-	-	-	-	-	-	-	-	-	-	-	-	-									
100 - 399	F	150	11	160 - 215	183	183	-	-	-	-	-	-	-	-	-	-	-	-	-									
400 +	F	831	18	160 - 222	187	184	160	5	170 - 222	218	207	474	5	160 - 220	185	186	-	-	-									
TYPE OF FIRM REPORTING																												
Retail Firms	F	35	9	164 - 191	175	176	-	-	-	-	-	-	-	15	4	164 - 191	164	170	-									
Institution	F	1017	40	160 - 222	186	189	176	7	160 - 222	218	205	474	8	160 - 220	185	186	-	-	-									
Summary	F	1052	49	160 - 222	186	189	176	8	160 - 222	218	204	489	12	160 - 220	185	185	-	-	-									
SIZE OF FIRM	HOSPITAL PORTER (MALE)																											
100 - 399	M	22	5	256 - 302	278	279	-	-	-	-	-	-	-	-	-	-	-	-	-									
400 +	M	106	4	250 - 320	300	294	-	-	-	-	-	-	-	-	-	-	-	-	-									
TYPE OF FIRM REPORTING																												
Institution	M	128	9	250 - 320	294	291	47	3	260 - 320	320	311	53	2	250 - 315	283	279	-	-	-									
Summary	M	128	9	250 - 320	294	291	47	3	260 - 320	320	311	53	2	250 - 315	283	279	-	-	-									
SIZE OF FIRM	RESIDENCE HOUSEKEEPER (NIGHTS)																											
100 - 399	F	8	5	181 - 246	198	199	-	-	-	-	-	-	-	-	-	-	-	-	-									
400 +	F	5	5	195 - 315	300	273	-	-	-	-	-	-	3	3	195 - 315	-	-	250	-									
TYPE OF FIRM REPORTING																												
Institution	F	13	10	181 - 315	201	228	-	-	-	-	-	-	3	3	195 - 315	-	-	250	-									
Summary	F	15	12	181 - 315	201	228	-	-	-	-	-	-	4	4	195 - 315	-	-	239	-									

Definition: HOME ECONOMIST (Beginning Level) - Conducts programmes to promote and develop the use of improved methods and techniques in the field of Home Economics. Incumbent should be a graduate in Home Economics with specialization in extension work.

Definition: HOSPITAL MAID (FEMALE) - Under direction assists in cleaning hospital wards and dormitories. May assist in serving meals to patients, distributing nourishment and ice water and in collecting empty trays and dishes. Primary concern is domestic work, seldom performs any personal service for patients.

Definition: HOSPITAL PORTER (MALE) - Similar to Hospital Maid (Female) but incumbent is male and typically performs heavy duties such as cleaning, waxing and polishing floors, stairways, metal fixtures, ceilings, walls, windows and other high places, cleans washrooms and disposes of waste or litter.

Definition: RESIDENCE HOUSEKEEPER (NIGHTS) - Responsible for discipline and the enforcement of regulations in a residence for nurses and/or students in training. Supervises and participates in routine housekeeping.

MONTHLY SALARY AND WAGE RATES

ALBERTA																
CALGARY																
EDMONTON																
Size of Firm (based on Total Employees)	M - Male F - Female	No. Employed	No. of Firms	Range	Median Rate	Weighted Average	No. Employed	No. of Firms	Range	Median Rate	Weighted Average	No. Employed	No. of Firms	Range	Median Rate	Weighted Average
and Type of Firm Reporting																
				\$	\$	\$			\$	\$	\$			\$	\$	\$
SIZE OF FIRM	RESIDENCE HOUSEKEEPER (DAYS)															
1 - 39	F	3	3	186 - 289		243	-	-	-	-	-	-	-	-	-	-
40 - 99	F	13	4	199 - 235	199	205	-	-	-	-	-	-	-	-	-	-
100 - 399	F	6	3	181 - 240	201	201	-	-	-	-	-	-	-	-	-	-
400 +	F	10	7	235 - 375	360	325	-	-	-	-	-	6	4	235 - 375	280	297
TYPE OF FIRM REPORTING																
Retail Firms	F	14	5	186 - 254	199	206	-	-	-	-	-	-	-	-	-	-
Institution	F	18	12	181 - 375	235	276	-	-	-	-	-	6	4	235 - 375	280	297
Summary	F	32	17	181 - 375	205	245	12	3	199 - 375	199	214	8	6	235 - 375	247	284
SIZE OF FIRM	LAUNDRY OPERATOR, HEAVY DUTIES															
40 - 99	M	6	3	240 - 290	270	270	-	-	-	-	-	-	-	-	-	-
	F	14	5	150 - 195	177	173	-	-	-	-	-	-	-	-	-	-
100 - 399	M	28	10	248 - 305	274	272	-	-	-	-	-	-	-	-	-	-
	F	14	3	160 - 215	178	178	-	-	-	-	-	-	-	-	-	-
400 +	M	39	13	240 - 312	285	282	11	4	279 - 312	290	293	18	6	240 - 300	280	277
TYPE OF FIRM REPORTING																
Retail Firms	M	25	6	248 - 290	274	267	-	-	-	-	-	11	3	248 - 286	276	268
Institution	M	48	20	240 - 312	289	283	11	4	279 - 312	290	293	18	6	240 - 300	280	277
Institution	F	28	8	150 - 215	177	176	-	-	-	-	-	-	-	-	-	-
Summary	M	73	26	240 - 312	279	277	21	6	248 - 312	279	279	29	9	240 - 300	276	273
Summary	F	28	8	150 - 215	178	176	-	-	-	-	-	-	-	-	-	-
SIZE OF FIRM	LAUNDRY SUPERVISOR															
1 - 39	F	6	4	150 - 230	173	181	-	-	-	-	-	-	-	-	-	-
40 - 99	F	8	8	170 - 250	205	204	-	-	-	-	-	-	-	-	-	-
100 - 399	M	5	4	324 - 375	324	343	-	-	-	-	-	-	-	-	-	-
	F	6	5	165 - 280	205	208	-	-	-	-	-	-	-	-	-	-
400 +	M	6	6	360 - 450	430	421	3	3	425 - 438		433	-	-	-	-	-

Definition: RESIDENCE HOUSEKEEPER (DAYS) - Responsible for administration of nurses and/or students residence, prescribes regulations, assigns quarters, issues uniforms, orders supplies. Also performs duties shown for night housekeeper.

Definition: LAUNDRY OPERATOR, HEAVY DUTIES - Performs one or more of the heavier duties in a hospital, institutional, or commercial laundry, operates laundry equipment, such as washers, extractors and dryers, tumblers and feather washing and sterilizing machines. May be designated as 'Washman', 'Extractor Operator', 'Tumbler Operator'.

Definition: LAUNDRY SUPERVISOR - Directs a small group of workers engaged in laundering soiled linens and clothes using power machinery, schedules flow of work concerned with receiving, sorting, checking, and dispatching of laundry, and the operations of the various light and heavy washing and ironing equipment. This class supervises only a small laundry and in a large establishment would be the assistant to the Laundry Supervisor.

MONTHLY SALARY AND WAGE RATES																
ALBERTA																
CALGARY																
EDMONTON																
Size of Firm (based on Total Employees)																
and	M - Male F - Female	No. Employed	No. of Firms	Range	Median Rate	Weighted Average	No. Employed	No. of Firms	Range	Median Rate	Weighted Average	No. Employed	No. of Firms	Range	Median Rate	Weighted Average
Type of Firm Reporting																
TYPE OF FIRM REPORTING				\$	\$	\$			\$	\$	\$			\$	\$	\$
	LAUNDRY SUPERVISOR (Continued)															
	Retail Firms	M	4	3	324 - 346		330	-	-	-	-	-	-	-	-	-
	Institution	M	9	9	329 - 450	420	400	3	3	425 - 438		433	-	-	-	-
	Institution	F	17	15	160 - 280	200	203	-	-	-	-	-	-	-	-	-
Summary	M	13	12	324 - 450	370	378	6	5	324 - 438	374	378	-	-	-	-	
Summary	F	20	17	150 - 280	195	198	3	3	210 - 280		236	-	-	-	-	
SEAMSTRESS																
SIZE OF FIRM																
1 - 39	F	4	3	180 - 242		215	-	-	-	-	-	-	-	-	-	-
40 - 99	F	17	8	185 - 251	199	203	-	-	-	-	-	12	3	199 - 251	199	208
100 - 399	F	44	11	180 - 250	210	210	-	-	-	-	-	33	3	181 - 238	210	211
400 +	F	75	17	180 - 240	220	215	7	3	186 - 240	225	219	33	10	180 - 240	220	214
TYPE OF FIRM REPORTING																
Manufacturing	F	31	3	184 - 251	221	215	-	-	-	-	-	-	-	-	-	-
Retail Firms	F	20	7	180 - 238	203	203	-	-	-	-	-	15	3	181 - 238	203	204
Institution	F	89	29	180 - 250	220	213	8	4	186 - 240	224	216	34	11	180 - 240	220	214
Summary	F	140	39	180 - 251	210	212	11	6	186 - 240	213	214	78	16	180 - 251	208	212
SEAMSTRESS (SKILLED)																
SIZE OF FIRM																
100 - 399	F	7	4	194 - 250	209	218	-	-	-	-	-	-	-	-	-	-
400 +	F	15	10	200 - 279	250	252	3	3	200 - 279		250	7	4	243 - 270	243	252
TYPE OF FIRM REPORTING																
Institution	F	21	13	194 - 279	243	242	3	3	200 - 279		250	7	4	243 - 270	243	252
Summary	F	22	14	194 - 279	243	241	4	4	200 - 279		243	7	4	243 - 270	243	252
HOSPITAL ADMINISTRATOR																
SIZE OF FIRM																
40 - 99	F	5	5	450 - 540	485	491	-	-	-	-	-	-	-	-	-	-
100 - 399	M	6	6	595 - 900	745	739	-	-	-	-	-	-	-	-	-	-
400 +	M	9	8	595 - 1083	715	775	4	3	625 - 1083		817	3	3	595 - 1000		770

Definition SEAMSTRESS - Performs under close supervision, routine sewing, altering and mending duties, by hand or machine, including linens, garments, uniforms, curtains, and other cloth or canvas articles.

Definition SEAMSTRESS (Skilled) - Performs skilled sewing, altering and mending. Cuts patterns, fits and assembles, operates hem-stitchers, cloth-cutters and button-hole machines. Supervises other seamstresses engaged in routine work.

Definition HOSPITAL ADMINISTRATOR - Performs beginning level, professional, administrative work in a hospital or clinic, either as business manager or administrator in a small establishment, or as an assistant in a larger one. Requires university graduate in commerce or business administration with courses in hospital organization and management.

MONTHLY SALARY AND WAGE RATES

57

MONTHLY SALARY AND WAGE RATES																
ALBERTA																
CALGARY																
EDMONTON																
Size of Firm (based on Total Employees)	M - Male F - Female	No. Employed	No. of Firms	Range	Median Rate	Weighted Average	No. Employed	No. of Firms	Range	Median Rate	Weighted Average	No. Employed	No. of Firms	Range	Median Rate	Weighted Average
and																
Type of Firm Reporting																
TYPE OF FIRM REPORTING	CHARGE ATTENDANT (HEAD ORDERLY) (Continued)															
Institution	M	15	8	322 - 407	325	344	-	-	-	-	-	4	4	350 - 400		370
Summary	M	15	8	322 - 407	325	344	-	-	-	-	-	4	4	350 - 400		370
CERTIFIED NURSING AIDE																
SIZE OF FIRM																
1 - 39	F	19	4	210 - 250	220	227	-	-	-	-	-	-	-	-	-	-
40 - 99	F	78	8	210 - 250	233	233	-	-	-	-	-	-	-	-	-	-
100 - 399	F	288	11	210 - 250	220	226	-	-	-	-	-	-	-	-	-	-
400 +	F	772	12	210 - 250	230	231	258	4	210 - 250	230	233	488	7	210 - 250	230	229
TYPE OF FIRM REPORTING																
Institution	F	1157	35	210 - 250	230	230	305	7	210 - 250	230	233	488	7	210 - 250	230	229
Summary	F	1157	35	210 - 250	230	230	305	7	210 - 250	230	233	488	7	210 - 250	230	229
DENTAL ASSISTANT																
SIZE OF FIRM																
1 - 39	F	14	6	180 - 250	195	199	6	3	180 - 250	186	199	-	-	-	-	-
400 +	F	5	4	220 - 279	277	256	-	-	-	-	-	3	3	220 - 277		241
TYPE OF FIRM REPORTING																
Institution	F	19	10	180 - 279	200	214	8	4	180 - 279	200	219	7	5	180 - 277	220	214
Summary	F	19	10	180 - 279	200	214	8	4	180 - 279	200	219	7	5	180 - 277	220	214
PHYSIOTHERAPIST																
SIZE OF FIRM																
40 - 99	F	13	3	340 - 425	380	385	-	-	-	-	-	-	-	-	-	-
100 - 399	F	5	3	345 - 420	373	379	-	-	-	-	-	-	-	-	-	-
400 +	F	49	7	340 - 415	364	369	22	3	345 - 410	364	370	27	4	340 - 415	370	368
TYPE OF FIRM REPORTING																
Institution	M	4	3	375 - 571		474	-	-	-	-	-	-	-	-	-	-
Institution	F	67	13	340 - 425	370	373	24	3	345 - 420	364	372	38	5	340 - 420	370	372
Summary	M	4	3	375 - 571		474	-	-	-	-	-	-	-	-	-	-
Summary	F	68	14	340 - 425	370	373	25	4	345 - 420	364	372	38	5	340 - 420	370	372

Definition CERTIFIED NURSING AIDE - Performs routine nursing care, normally under close supervision from a registered nurse.
of Duties: Incumbent must possess certification as a Nursing Aide.

Definition DENTAL ASSISTANT - Performs semi-skilled work of a routine nature, assisting a dentist in the treatment of patients. Pre-
of Duties: pares patients for treatment, assembles and prepares materials and instruments, assists in taking x-ray photographs, develops x-ray films, keeps records of treatments and supplies.

Definition PHYSIOTHERAPIST - Qualified to treat disorders and conditions, under medical direction, using all the arts of physical
of Duties: therapy, exercise, massage, heliotherapy, electro-therapy, mechanotherapy, hydrotherapy. Must be registered with the Canadian Physiotherapy Association, licensed by a province, or other evidence of satisfactory training and experience.

Size of Firm (based on Total Employees)	and Type of Firm Reporting	ALBERTA						CALGARY						EDMONTON					
		M - Male F - Female	No. Employed	No. of Firms	Range	Median Rate	Weighted Average	M - Male F - Female	No. Employed	No. of Firms	Range	Median Rate	Weighted Average	M - Male F - Female	No. Employed	No. of Firms	Range	Median Rate	Weighted Average
					\$	\$	\$				\$	\$	\$				\$	\$	\$
PSYCHIATRIC SOCIAL WORKER																			
SIZE OF FIRM																			
400 +	F		14	4	375 - 495	405	413	-	-	-	-	-	-		12	3	375 - 495	395	413
Summary	F		14	4	375 - 495	405	413	-	-	-	-	-	-		12	3	375 - 495	395	413
CLINICAL PSYCHOLOGIST																			
SIZE OF FIRM																			
400 +	F		8	4	375 - 565	385	411	-	-	-	-	-	-		7	3	375 - 565	395	411
Summary	F		8	4	375 - 565	385	411	-	-	-	-	-	-		7	3	375 - 565	395	411
LABORATORY ASSISTANT (MEDICAL)																			
SIZE OF FIRM																			
100 - 399	F		5	3	170 - 260	220	223	-	-	-	-	-	-		-	-	-	-	-
	M		5	3	240 - 334	267	276	-	-	-	-	-	-		-	-	-	-	-
400 +	F		21	7	170 - 244	220	224	6	3	222	224	263	255		11	4	170 - 244	209	212
TYPE OF FIRM REPORTING																			
Institution	M		6	4	240 - 334	271	283	-	-	-	-	-	-		-	-	-	-	-
Institution	F		33	14	170 - 284	225	227	6	3	222	284	263	255		17	5	170 - 244	209	211
Summary	M		6	4	240 - 334	271	283	-	-	-	-	-	-		-	-	-	-	-
Summary	F		33	14	170 - 284	225	227	6	3	222	284	264	255		17	5	170 - 244	209	211
LABORATORY TECHNICIAN (MEDICAL)																			
SIZE OF FIRM																			
1 - 39	F		8	6	305 - 350	315	318	-	-	-	-	-	-		-	-	-	-	-
40 - 99	F		8	4	305 - 375	330	338	-	-	-	-	-	-		-	-	-	-	-
100 - 399	F		28	9	305 - 375	333	336	-	-	-	-	-	-		-	-	-	-	-
	M		11	5	320 - 395	347	356	-	-	-	-	-	-		9	3	320 - 395	340	356
400 +	F		117	8	305 - 390	335	339	32	3	305	370	346	338		85	5	305 - 370	335	334

Definition PSYCHIATRIC SOCIAL WORKER - Conducts initial patient interviews, explains treatment and services, prepares studies of patient's family and personal history for the use of psychiatrists, physicians, and others, develops out patient treatment plans, makes parole and placement investigations.

Definition CLINICAL PSYCHOLOGIST - Under general direction in a hospital or mental health clinic, selects and administers psychological tests to individuals and groups and analyzes results. May conduct individual or group psychotherapy and participate in case conferences on patients. Work is at first professional level requiring university graduation in psychology and some prior experience in a psychological clinic.

Definition LABORATORY ASSISTANT (MEDICAL) - Incumbent should have good formal educational background, at least at the Junior of Duties: Matriculation level, and preferably some experience or training in laboratory work. Performs routine tests and analyses, catalogues specimen, washes laboratory glassware, makes up solution and staining preparations. Work is performed under supervision from a laboratory technician.

Definition LABORATORY TECHNICIAN (MEDICAL) - Performs such laboratory tests as urinalyses, blood counts, coagulation, malarial smears, blood typing, etc., and detects the presence or absence of bacteria by making blood tests of the blood tissues and secretions of patients, using such instruments as microscope and micrometer. Must be registered with the Canadian Society of Laboratory Technologists, or by other evidence of satisfactory training and experience.

MONTHLY SALARY AND WAGE RATES

59

Size of Firm (based on Total Employees)		ALBERTA						CALGARY						EDMONTON					
		M - Male F - Female	No. Employed	No. of Firms	Range	Median Rate	Weighted Average	No. Employed	No. of Firms	Range	Median Rate	Weighted Average	No. Employed	No. of Firms	Range	Median Rate	Weighted Average		
and Type of Firm Reporting					\$	\$			\$	\$			\$	\$	\$	\$	\$		
TYPE OF FIRM REPORTING		LABORATORY TECHNICIAN (MEDICAL) (Continued)																	
Institution	M	14	8	320 - 395	356	359	-	-	-	-	-	9	3	320 - 395	340	356			
Institution	F	161	27	305 - 380	335	335	38	5	305 - 375	346	340	91	8	305 - 380	335	332			
Summary	M	14	8	320 - 395	356	359	-	-	-	-	-	9	3	320 - 395	340	356			
Summary	F	161	27	305 - 380	335	335	38	5	305 - 375	346	340	91	8	305 - 380	335	332			
SIZE OF FIRM		LABORATORY TECHNICIAN (MEDICAL) SUPERVISOR																	
400 +	M	4	4	440 - 610		514	-	-	-	-	-	3	3	440 - 610		533			
	F	14	4	345 - 460	394	396	-	-	-	-	-	-	-	-	-	-			
TYPE OF FIRM REPORTING																			
Institution	M	6	6	440 - 610	473	498	-	-	-	-	-	3	3	440 - 610		533			
Institution	F	16	6	345 - 460	393	394	-	-	-	-	-	6	3	360 - 460	421	415			
Summary	M	6	6	440 - 610	473	498	-	-	-	-	-	3	3	440 - 610		533			
Summary	F	16	6	345 - 460	393	394	-	-	-	-	-	6	3	360 - 460	422	418			
SIZE OF FIRM		X-RAY TECHNICIAN-GENERAL GRADE																	
1 - 39	F	9	6	290 - 355	320	316	-	-	-	-	-	6	3	295 - 355	320	320			
40 - 99	F	5	5	315 - 355	320	327	-	-	-	-	-	-	-	-	-	-			
100 - 399	F	7	4	315 - 360	315	334	-	-	-	-	-	-	-	-	-	-			
400 +	M	7	6	300 - 365	330	331	-	-	-	-	-	5	4	300 - 365	340	331			
	F	53	13	290 - 365	320	320	15	4	293 - 350	320	320	36	7	290 - 365	320	319			
TYPE OF FIRM REPORTING																			
Institution	M	11	9	300 - 470	350	364	-	-	-	-	-	5	4	300 - 365	340	331			
Institution	F	64	26	290 - 365	320	323	16	5	293 - 360	320	324	34	10	295 - 365	320	321			
Summary	M	12	10	300 - 470	345	362	3	3	330 - 445		368	5	4	300 - 365	340	331			
Summary	F	74	28	290 - 365	320	322	17	6	293 - 360	320	324	43	11	290 - 365	320	319			

Definition: LABORATORY TECHNICIAN (MEDICAL) SUPERVISOR - Under medical direction, supervises and co-ordinates the work of employees of a laboratory. Performs complex and delicate work personally. Requires university graduation in laboratory technology.

Definition: X-RAY TECHNICIAN - GENERAL GRADE - Qualified to operate x-ray equipment and give electrical treatments, under medical direction, to develop x-ray films, makes minor repairs to x-ray equipment. Must be registered with the Canadian Society of Radiological Technicians, or have other evidence of satisfactory training and experience.

MONTHLY SALARY AND WAGE RATES

ALBERTA																	CALGARY										EDMONTON																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																															
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Definition **X-RAY TECHNICIAN - SUPERVISOR** - Under medical direction, supervises and co-ordinates the work of subordinate technicians and others in the x-ray department.

Definition **ORTHOPEDIC APPLIANCE MAKER** - Performs skilled technical work in the design, manufacture and repair of orthopedic appliances and special equipment for patients. Requires special training in the fitting and construction of surgical appliances and artificial limbs. Work is performed with medical advice where necessary.

Definition **OCCUPATIONAL THERAPIST** - Plans, develops, and administers therapeutic treatment under the general direction of medical staff, uses judgement to select treatments which fit these directions. May have a diploma in Occupational Therapy or equivalent experience.

REGISTERED NURSES: - The four nursing classifications apply to graduates of recognized Schools of Nursing.

Definition **NURSE** - Under supervision, performs professional nursing duties in various fields of nursing services in a hospital, institution or clinic.

MONTHLY SALARY AND WAGE RATES

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ALBERTA																	CALGARY						EDMONTON								
Size of Firm (based on Total Employees)	M - Male F - Female		No. Employed	No. of Firms	Range		Median Rate		Weighted Average		No. Employed		No. of Firms		Range		Median Rate		Weighted Average		No. Employed		No. of Firms		Range		Median Rate		Weighted Average		
and																															
Type of Firm Reporting																															
					\$		\$		\$						\$		\$		\$						\$		\$		\$		
CHARGE NURSE																															
SIZE OF FIRM																															
40 - 99																															
100 - 399																															
400 +																															
TYPE OF FIRM REPORTING																															
Institution																															
Summary																															
NURSING SHIFT SUPERVISOR																															
SIZE OF FIRM																															
40 - 99																															
100 - 399																															
400 +																															
TYPE OF FIRM REPORTING																															
Institution																															
Summary																															
NURSING INSTRUCTOR																															
SIZE OF FIRM																															
100 - 399																															
400 +																															
TYPE OF FIRM REPORTING																															
Institution																															
Summary																															
JUNIOR STOCKKEEPER																															
SIZE OF FIRM																															
1 - 39																															
40 - 99																															
100 - 399																															
400 +																															

Definition CHARGE NURSE - Supervises the nursing services in a ward or unit of a hospital or institution, or in a clinic dealing with of Duties: specific health problems.

Definition NURSING SHIFT SUPERVISOR - Supervises a shift, or in large hospitals shares in the supervision of a shift. Assists senior of Duties: for personnel in various phases of management work, and exercises administrative control during absence of superiors.

Definition NURSING INSTRUCTOR - Instructs specific nursing training programmes for student nurses and attendants. Responsible for of Duties: preparation and presentation of lectures.

Definition JUNIOR STOCKKEEPER - Performs routine manual and clerical work in the receipt handling, issuance and recording of a of Duties: limited line or type of materials. The work is performed under close supervision and in accordance with fixed work methods and standards.

MONTHLY SALARY AND WAGE RATES

ALBERTA																	CALGARY																	EDMONTON																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																				
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Definition STOCKKEEPER - Performs varied manual and clerical work in a stockroom including determination of stock requirements, of Duties: preparation of order sheets and requisitions, contacting vendors, review and verification of sales orders. Assists in the training of new personnel and may be responsible for a small stock area.

Definition CHIEF STOCKKEEPER - Supervises the operation of a moderately sized stockroom including procuring, receiving, storing of Duties: and issuing of a great variety of materials, supplies, equipment and machinery. Supervision is exercised over a staff of from 4 to 7 employees.

MONTHLY SALARY AND WAGE RATES

63

Size of Firm (based on Total Employees) and Type of Firm Reporting	ALBERTA								CALGARY				EDMONTON			
	M - Male F - Female	No. Employed	No. of Firms	Range	Median Rate	Weighted Average	No. Employed	No. of Firms	Range	Median Rate	Weighted Average	No. Employed	No. of Firms	Range	Median Rate	Weighted Average
				\$	\$	\$			\$	\$	\$			\$	\$	\$
CHIEF STOCKKEEPER (Continued)																
TYPE OF FIRM REPORTING																
Manufacturing	M	21	18	335 - 501	425	422	7	7	335 - 450	425	411	13	10	345 - 501	425	425
Oil Firms	M	4	4	370 - 529		454	-	-	- -	-	-	-	-	- -	-	-
Public Service	M	21	6	360 - 532	435	443	-	-	- -	-	-	17	4	360 - 532	435	442
Department Store	M	5	4	390 - 520	433	442	-	-	- -	-	-	4	3	390 - 520		450
Wholesale Firms	M	35	23	320 - 530	370	395	21	14	340 - 525	380	400	11	6	320 - 530	342	365
Automotive Firms	M	22	20	325 - 535	385	404	6	6	325 - 460	380	387	9	7	345 - 535	375	414
Retail Firms	M	9	9	325 - 533	435	438	-	-	- -	-	-	5	5	385 - 533	425	453
Institution	M	8	8	355 - 475	425	415	-	-	- -	-	-	5	5	355 - 475	397	407
Summary	M	125	92	320 - 535	420	417	42	33	325 - 525	418	409	66	42	320 - 535	420	421
WAREHOUSE ORDER DESK CLERK																
SIZE OF FIRM																
1 - 39	M	65	45	250 - 425	325	325	18	13	250 - 420	314	323	33	21	250 - 425	320	323
	M	85	37	250 - 425	325	330	42	18	275 - 425	320	324	37	15	250 - 400	327	334
40 - 99	F	4	3	240 - 355		301	-	-	- -	-	-	-	-	- -	-	-
100 - 399	M	114	28	250 - 425	310	317	47	7	250 - 425	295	300	67	22	250 - 425	325	329
TYPE OF FIRM REPORTING																
Manufacturing	M	28	17	250 - 425	348	345	13	6	275 - 425	346	347	13	9	250 - 400	336	339
Wholesale Firms	M	189	67	250 - 425	320	319	83	26	250 - 425	300	307	87	31	250 - 425	325	328
Automotive Firms	M	34	14	250 - 415	323	329	8	3	250 - 350	300	302	24	9	250 - 415	344	337
Retail Firms	M	15	11	250 - 425	300	315	4	4	260 - 400		354	10	6	250 - 425	295	304
Summary	M	269	112	250 - 425	320	323	108	39	250 - 425	302	313	137	58	250 - 425	325	329
Summary	F	5	4	200 - 355	292	280	-	-	- -	-	-	-	-	- -	-	-
WAREHOUSE COUNTERMAN																
SIZE OF FIRM																
1 - 39	M	49	36	235 - 375	303	302	16	11	235 - 350	310	304	13	8	250 - 350	310	304
40 - 99	M	50	22	245 - 385	310	311	23	10	265 - 385	322	324	14	7	245 - 357	309	304
100 - 399	M	73	19	235 - 385	325	318	6	5	250 - 385	308	313	60	12	235 - 384	320	319

Definition: WAREHOUSE ORDER DESK CLERK - Takes orders and sells merchandise, writes up mail orders and orders received by telephone. Also prepares priced quotations and bids for customers. Performs other clerical functions pertaining to sale and delivery of merchandise to customers.

Definition: WAREHOUSE COUNTERMAN - Waits on immediate order customers in call-order department. Must have specialised knowledge of particular department in which he works. Performs other clerical functions pertaining to sale and delivery of merchandise to customers.

		ALBERTA						CALGARY						EDMONTON					
Size of Firm (based on Total Employees)		M - Male F - Female	No. Employed	No. of Firms	Range	Median Rate	Weighted Average	No. Employed	No. of Firms	Range	Median Rate	Weighted Average	No. Employed	No. of Firms	Range	Median Rate	Weighted Average		
and	Type of Firm Reporting				\$	\$	\$			\$	\$	\$			\$	\$	\$		
TYPE OF FIRM REPORTING		WAREHOUSE COUNTERMAN (Continued)																	
Manufacturing	M	14	10		250 - 385	323	321	3	3	300 - 385		336	10	8	250 - 385	325	319		
Wholesale Firms	M	86	40		235 - 384	315	316	34	17	235 - 381	310	313	31	11	250 - 384	320	324		
Automotive Firms	M	53	18		235 - 375	305	300	6	4	250 - 335	310	306	33	8	235 - 375	310	304		
Retail Firms	M	16	6		275 - 375	325	321	-	-	-	-	-	13	3	275 - 375	325	321		
Construction	M	3	1		305 - 385		337	-	-	-	-	-	-	-	-	-	-		
Summary	M	170	74		235 - 385	314	313	45	26	235 - 385	310	315	90	30	235 - 385	320	316		
SIZE OF FIRM		WAREHOUSE ORDER FILLER																	
1 - 39	M	55	31		210 - 368	266	274	23	12	210 - 354	255	276	20	11	217 - 355	290	282		
	F	8	3		173 - 200	190	188	-	-	-	-	-	-	-	-	-	-		
40 - 99	M	62	21		214 - 376	297	290	31	13	214 - 376	272	292	29	7	225 - 317	297	294		
100 - 399	M	129	18		210 - 364	277	282	-	-	-	-	-	122	15	210 - 364	272	282		
400 +	M	7	3		211 - 371	270	274	-	-	-	-	-	7	3	211 - 371	270	274		
TYPE OF FIRM REPORTING																			
Manufacturing	M	37	15		211 - 376	328	316	7	5	281 - 376	361	345	27	11	211 - 371	322	309		
Wholesale Firms	M	191	48		210 - 355	274	279	45	19	210 - 354	265	273	131	21	217 - 355	284	284		
Wholesale Firms	F	8	3		173 - 272	195	211	-	-	-	-	-	-	-	-	-	-		
Automotive Firms	M	10	4		210 - 340	211	236	-	-	-	-	-	8	3	210 - 340	211	237		
Retail Firms	M	13	5		225 - 335	250	267	-	-	-	-	-	10	3	225 - 290	250	250		
Summary	M	253	73		210 - 376	277	282	55	26	210 - 376	265	285	178	36	210 - 371	286	284		
Summary	F	10	4		173 - 272	195	205	-	-	-	-	-	-	-	-	-	-		
SIZE OF FIRM		WAREHOUSE CHECKER																	
1 - 39	M	10	8		240 - 360	312	312	-	-	-	-	-	5	4	275 - 360	325	319		
40 - 99	M	25	18		229 - 375	320	304	7	6	250 - 350	290	303	16	10	229 - 375	320	312		
100 - 399	M	41	13		228 - 421	338	332	-	-	-	-	-	29	11	228 - 364	312	307		
400 +	M	27	6		350 - 424	407	404	-	-	-	-	-	10	3	350 - 397	397	392		
TYPE OF FIRM REPORTING																			
Manufacturing	M	44	15		229 - 424	402	391	24	4	324 - 424	421	411	17	9	229 - 397	397	364		
Wholesale Firms	M	52	24		230 - 364	320	310	10	6	250 - 350	319	312	38	15	230 - 364	320	311		
Automotive Firms	M	3	3		226 - 312		263	-	-	-	-	-	-	-	-	-	-		
Summary	M	99	45		226 - 421	342	338	30	11	250 - 421	408	372	80	28	228 - 397	334	323		

Definition: WAREHOUSE ORDER FILLER - Picks merchandise from bins and shelves to fill customers orders. Moves merchandise in warehouse truck to packing room and lays it out on packing bench ready for checking.

Definition: WAREHOUSE CHECKER - Checks customers orders as filled by order clerks against original order form. Verifies accuracy of type and quality.

MONTHLY SALARY AND WAGE RATES																		
ALBERTA																		
CALGARY																		
EDMONTON																		
Size of Firm (Based on Total Employees)	M - Male F - Female	No. Employed	No. of Firms	Range	Median Rate	Weighted Average	No. Employed	No. of Firms	Range	Median Rate	Weighted Average	No. Employed	No. of Firms	Range	Median Rate	Weighted Average		
and																		
Type of Firm Reporting																		
SIZE OF FIRM				\$	\$	\$			\$	\$	\$			\$	\$	\$		
	WAREHOUSE PACKER																	
	1 - 39	M	17	13	209 - 325	250	265	7	6	210 - 325	243	267	8	5	209 - 312	250	257	
	40 - 99	M	38	14	200 - 347	252	255	10	4	251 - 347	281	286	23	8	200 - 323	225	243	
	100 - 399	M	65	8	200 - 336	292	282	-	-	-	-	-	-	54	6	200 - 336	292	283
		F	25	4	246 - 292	260	266	-	-	-	-	-	-	-	-	-	-	-
400 +	M	23	5	217 - 367	325	320	-	-	-	-	-	-	22	4	217 - 367	335	321	
TYPE OF FIRM REPORTING																		
Manufacturing	M	41	9	209 - 367	307	303	-	-	-	-	-	-	31	7	209 - 367	336	310	
Wholesale Firms	M	59	26	200 - 347	257	257	15	8	210 - 347	272	277	35	13	200 - 323	229	247		
Wholesale Firms	F	17	4	246 - 260	257	257	-	-	-	-	-	-	-	-	-	-	-	
Summary	M	143	40	200 - 367	292	279	18	11	210 - 347	281	279	107	23	200 - 367	392	280		
Summary	F	28	6	246 - 292	260	264	-	-	-	-	-	-	-	-	-	-	-	
SIZE OF FIRM	WAREHOUSE SHIPPING CLERK																	
	1 - 39	M	75	60	250 - 395	313	318	18	17	250 - 395	302	313	37	28	250 - 390	324	320	
		F	3	3	175 - 275		228	-	-	-	-	-	-	-	-	-	-	
	40 - 99	M	69	46	245 - 394	312	318	32	20	250 - 390	307	315	28	21	245 - 394	311	321	
	100 - 399	M	58	25	239 - 404	339	326	15	10	245 - 404	357	351	42	14	239 - 383	322	318	
	400 +	M	49	8	278 - 404	383	377	6	3	278 - 400	345	351	42	4	303 - 404	385	381	
TYPE OF FIRM REPORTING																		
Manufacturing	M	102	40	251 - 404	374	353	23	16	251 - 404	346	338	68	17	260 - 404	379	366		
Oil Firms	M	3	3	300 - 400		355	-	-	-	-	-	-	-	-	-	-	-	
Department Store	M	9	4	278 - 400	344	343	6	3	278 - 400	345	343	-	-	-	-	-	-	
Wholesale Firms	M	106	67	239 - 395	321	320	34	23	250 - 395	307	319	56	33	239 - 385	317	317		
Automotive Firms	M	10	8	245 - 310	261	269	-	-	-	-	-	6	4	250 - 310	270	275		
Retail Firms	M	17	13	250 - 394	277	297	3	3	250 - 320		277	12	8	260 - 394	276	291		
Construction	M	3	3	325 - 368		349	-	-	-	-	-	-	-	-	-	-	-	
Summary	M	251	139	239 - 404	344	331	71	50	245 - 404	340	325	149	67	239 - 404	350	337		
Summary	F	6	4	162 - 275	192	205	-	-	-	-	-	-	-	-	-	-	-	

Definition: WAREHOUSE PACKER - Packs merchandise which is sold in less than factory pack quantity. Prepares packing list showing contents and weight of each package.

Definition: WAREHOUSE SHIPPING CLERK - Assembles customers packed orders as received from packing rooms. Prepares bills of lading from packing lists supplied by packers. Checks orders onto trucks or drays and obtains driver's receipt for same. Performs other clerical functions pertaining to shipping.

MONTHLY SALARY AND WAGE RATES

Size of Firm (based on Total Employees)	ALBERTA								CALGARY				EDMONTON			
	M - Male F - Female	No. Employed	No. of Firms	Range	Median Rate	Weighted Average	No. Employed	No. of Firms	Range	Median Rate	Weighted Average	No. Employed	No. of Firms	Range	Median Rate	Weighted Average
and				\$	\$	\$			\$	\$	\$			\$	\$	\$
Type of Firm Reporting																
WAREHOUSEMAN																
SIZE OF FIRM																
1 - 39	M	100	52	245 - 388	302	300	19	13	250 - 365	300	302	48	24	245 - 385	278	297
40 - 99	M	117	31	245 - 406	307	309	13	16	250 - 406	300	309	24	7	260 - 400	306	316
100 - 399	M	300	35	245 - 400	324	320	96	8	245 - 400	324	311	166	20	250 - 400	356	332
400 +	M	104	13	252 - 402	358	352	33	6	289 - 400	354	349	70	6	252 - 402	377	354
TYPE OF FIRM REPORTING																
Manufacturing	M	121	28	250 - 402	326	335	37	8	277 - 400	326	339	47	12	258 - 402	379	363
Oil Firms	M	30	9	250 - 406	353	341	14	3	300 - 406	390	373	12	5	250 - 381	300	298
Public Service	M	48	3	320 - 391	353	350	-	-	- -	-	-	-	-	- -	-	-
Department Store	M	38	10	245 - 390	320	324	23	4	281 - 390	325	327	7	3	252 - 385	359	342
Wholesale Firms	M	278	62	245 - 400	301	295	127	21	245 - 400	300	297	114	28	245 - 400	294	293
Automotive Firms	M	5	4	250 - 335	275	281	-	-	- -	-	-	-	-	- -	-	-
Retail Firms	M	95	10	245 - 376	356	352	6	4	275 - 320	300	298	88	5	245 - 376	356	356
Institution	M	4	3	269 - 334		305	-	-	- -	-	-	-	-	- -	-	-
Summary	M	621	131	245 - 406	320	320	221	43	245 - 406	324	315	308	57	245 - 402	341	330
DISPLAYMAN																
SIZE OF FIRM																
1 - 39	F	4	3	195 - 331		280	-	-	- -	-	-	-	-	- -	-	-
	M	12	4	268 - 390	332	334	-	-	- -	-	-	-	-	- -	-	-
100 - 399	F	4	3	260 - 325		292	-	-	- -	-	-	-	-	- -	-	-
	M	25	5	268 - 455	359	352	-	-	- -	-	-	17	3	268 - 455	359	350
400 +	F	4	3	195 - 385		269	-	-	- -	-	-	-	-	- -	-	-
TYPE OF FIRM REPORTING																
Department Store	M	40	11	268 - 455	351	343	13	4	268 - 411	338	335	24	5	268 - 455	359	351
Department Store	F	9	7	195 - 385	288	286	4	4	268 - 385		327	5	3	195 - 316	260	253
Summary	M	41	12	268 - 455	346	342	14	5	268 - 411	333	335	24	5	268 - 455	359	351
Summary	F	12	9	195 - 385	279	280	4	4	268 - 385		327	8	5	195 - 325	265	257

Definition WAREHOUSEMAN - Stores merchandise in bins and shelves, moves merchandise from surplus stocks to bins, fills orders of Duties: and does other similar tasks under direction of stockman.

Definition DISPLAYMAN - Uses high degree of creative ingenuity in arranging window and interior displays through use of co-ordinated of Duties: merchandise and display materials.

MONTHLY SALARY AND WAGE RATES

67

RETAIL - DEPARTMENT STORE AND SMALLWARES																
Size of Firm (based on Total Employees)	ALBERTA						CALGARY						EDMONTON			
	and M - Male F - Female	No. Employed	No. of Firms	Range	Median Rate	Weighted Average	No. Employed	No. of Firms	Range	Median Rate	Weighted Average	No. Employed	No. of Firms	Range	Median Rate	Weighted Average
Type of Firm Reporting				\$	\$	\$			\$	\$	\$			\$	\$	\$
SIZE OF FIRM	SALESLERK SMALLWARES															
1 - 39	F	59	18	173 - 270	182	192	10	5	173 - 270	195	201	-	-	-	-	-
40 - 99	F	53	7	173 - 260	199	196	-	-	-	-	-	-	-	-	-	-
100 - 399	F	43	7	173 - 273	209	215	19	4	182 - 268	234	229	-	-	-	-	-
400 +	F	119	6	195 - 279	251	246	-	-	-	-	-	58	4	195 - 278	242	242
TYPE OF FIRM REPORTING																
Department Store	F	239	24	173 - 279	226	224	92	7	182 - 279	251	241	81	7	173 - 278	235	227
Retail Firms	F	35	14	173 - 270	191	196	10	5	173 - 270	195	201	-	-	-	-	-
Summary	F	274	38	173 - 279	217	220	102	12	173 - 279	242	237	86	9	173 - 278	234	226
SIZE OF FIRM	HARDGOODS SALESPERSON															
1 - 39	M	46	19	238 - 375	299	296	26	9	238 - 350	303	303	-	-	-	-	-
	F	14	10	185 - 235	225	217	5	4	185 - 235	217	211	-	-	-	-	-
40 - 99	M	21	4	285 - 375	325	330	-	-	-	-	-	-	-	-	-	-
	F	15	5	186 - 268	216	225	-	-	-	-	-	-	-	-	-	-
100 - 399	M	18	3	260 - 385	325	325	-	-	-	-	-	-	-	-	-	-
	F	31	6	186 - 294	260	247	13	3	209 - 294	277	263	-	-	-	-	-
400 +	M	36	6	251 - 385	326	328	-	-	-	-	-	25	4	251 - 385	346	331
	F	59	6	217 - 294	260	258	-	-	-	-	-	38	4	217 - 294	260	260
TYPE OF FIRM REPORTING																
Department Store	M	56	11	251 - 385	325	326	24	5	252 - 385	326	327	25	4	251 - 385	346	331
Department Store	F	105	17	186 - 294	260	250	40	6	203 - 294	260	252	49	7	186 - 294	256	245
Retail Firms	M	56	19	238 - 375	300	304	24	7	238 - 350	303	303	13	3	250 - 375	350	319
Retail Firms	F	13	9	185 - 235	225	217	4	3	185 - 235	-	209	-	-	-	-	-
Summary	M	121	32	238 - 385	325	315	57	14	238 - 385	325	316	38	7	250 - 385	354	327
Summary	F	119	27	185 - 294	256	246	45	10	185 - 294	251	248	51	8	186 - 294	256	244

Definition **SALESLERK SMALLWARES - (Drugs, notions, candies, stationery, etc.)** Sells merchandise of quick turnover requiring of Duties: little persuasion but fast service. Fills show cases with merchandise. Is responsible for basic stock re-ordering, requisitions price cards, keeps section clean and tidy.

Definition **HARDGOODS SALESPERSON - (Housewares, sporting goods, china, hardware.)** Sells merchandise requiring fair degree of of Duties: technical knowledge, i.e. fishing equipment, power tools, paint, etc. Fair amount of stock work and considerable house-keeping required. Re-orders basic stock for section, price cards. Arranges displays.

MONTHLY SALARY AND WAGE RATES

ALBERTA																	CALGARY																	EDMONTON																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																							
Size of Firm (based on Total Employees)																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																							</		

Definition GROCERY CASHIER - Operates cash register recording cash, charges, c.o.d. sales. Wraps and packs taken purchases.
of Duties: May look after section of stock, filling of shelves, housekeeping in department.

Definition GENERAL CASHIER - (Other than grocery or food cashier) - Operates a cash register recording cash, charges and c.o.d.
of Duties: sales. Keeps simple records of amount received and verifies them with cash held.

Definition BUTCHER - Carries sides of beef, etc., from receiving dock to cooler. Cuts sides of meat into various cuts. Does house-
of Duties: keeping in the cutting room.

MONTHLY SALARY AND WAGE RATES

69

Size of Firm (based on Total Employees)		ALBERTA						CALGARY				EDMONTON					
		M - Male F - Female	No. Employed	No. of Firms	Range	Median Rate	Weighted Average	No. Employed	No. of Firms	Range	Median Rate	Weighted Average	No. Employed	No. of Firms	Range	Median Rate	Weighted Average
and Type of Firm Reporting																	
					\$	\$	\$			\$	\$				\$	\$	\$
SIZE OF FIRM		MEAT PACKER															
1 - 39		F	4	5	303 - 314	303	306	-	-	-	-	-	-	-	-	-	-
400 +		F	115	4	283 - 314	314	313	-	-	-	-	-	56	3	283 - 314	314	312
TYPE OF FIRM REPORTING																	
Retail Firms		F	129	5	283 - 314	314	312	61	3	283 - 314	314	313	-	-	-	-	-
Summary		F	131	11	283 - 314	314	312	61	3	283 - 314	314	313	56	3	283 - 314	314	312
SIZE OF FIRM		SALESPERSON FASHION ACCESSORIES															
1 - 39		F	25	10	182 - 277	195	206	-	-	-	-	-	15	3	191 - 238	217	212
40 - 99		F	40	9	182 - 281	203	212	11	3	184 - 217	195	196	-	-	-	-	-
100 - 399		F	48	6	182 - 281	209	221	13	3	191 - 281	251	243	-	-	-	-	-
400 +		F	68	5	217 - 283	260	258	-	-	-	-	-	27	3	221 - 288	251	254
TYPE OF FIRM REPORTING																	
Department Store		F	145	24	182 - 288	251	239	50	7	191 - 288	260	249	66	7	182 - 288	234	229
Retail Firms		F	45	6	182 - 261	195	202	9	3	184 - 217	195	193	36	3	182 - 261	195	204
Summary		F	190	30	182 - 288	229	230	59	10	184 - 288	252	241	102	10	182 - 288	216	220
SIZE OF FIRM		WOMEN'S WEAR SALESWOMAN															
1 - 39		F	19	9	186 - 281	238	234	-	-	-	-	-	11	3	217 - 260	238	237
40 - 99		F	21	7	192 - 288	235	239	-	-	-	-	-	-	-	-	-	-
100 - 399		F	40	6	186 - 294	213	230	14	3	199 - 294	257	254	-	-	-	-	-
400 +		F	62	5	217 - 294	261	263	-	-	-	-	-	43	3	217 - 294	259	262
TYPE OF FIRM REPORTING																	
Department Store		F	128	22	186 - 294	251	248	34	6	199 - 294	266	262	63	6	186 - 294	250	242
Retail Firms		F	14	5	195 - 281	238	235	-	-	-	-	-	11	3	217 - 260	238	237
Summary		F	142	27	186 - 294	251	247	36	7	195 - 294	265	259	74	9	186 - 294	242	240

Definition MEAT PACKER - Scales cuts of meats, marks price and weight. Wraps in cellophane wrapper and places in counter. Is of Duties: responsible for housekeeping in pre-pack room.

Definition SALESPERSON FASHION ACCESSORIES - (Hosiery, neckwear, lingerie, handbags, etc.) Sells merchandise requiring fair of Duties: degree of persuasion, knowledge of fashion and fabrics important. Is responsible for care of section of stock, housekeeping, basic stock re-orders.

Definition WOMEN'S WEAR SALESWOMAN - (Coats, suits, dresses, millinery.) Sells merchandise requiring high degree of selling of Duties: ability. Must know fashions very well. Models and demonstrates clothing. Cares for section of stock, does some display work, may do some minor fitting.

MONTHLY SALARY AND WAGE RATES

ALBERTA																
CALGARY																
EDMONTON																
Size of Firm (based on Total Employees)	M - Male F - Female	No. Employed	No. of Firms	Range	Median Rate	Weighted Average	No. Employed	No. of Firms	Range	Median Rate	Weighted Average	No. Employed	No. of Firms	Range	Median Rate	Weighted Average
and Type of Firm Reporting																
				\$	\$	\$			\$	\$	\$			\$	\$	\$
SIZE OF FIRM	CORSET SALESWOMAN															
40 - 99	F	5	3	216 - 288	235	249	-	-	-	-	-	-	-	-	-	-
100 - 399	F	16	4	209 - 273	217	229	4	3	209 - 273		254	-	-	-	-	-
400 +	F	18	5	225 - 294	274	272	-	-	-	-	-	11	3	248 - 294	260	267
TYPE OF FIRM REPORTING																
Department Store	F	39	12	209 - 294	260	251	11	5	209 - 294	288	271	23	4	209 - 294	248	243
Summary	F	39	12	209 - 294	260	251	11	5	209 - 294	288	271	23	4	209 - 294	248	243
SIZE OF FIRM	SHOE SALESMAN															
1 - 39	M	15	7	250 - 364	260	275	8	3	250 - 303	250	258	-	-	-	-	-
	F	10	6	173 - 217	200	198	-	-	-	-	-	-	-	-	-	-
40 - 99	F	4	4	209 - 292		233	-	-	-	-	-	-	-	-	-	-
100 - 399	M	16	4	260 - 372	308	317	-	-	-	-	-	-	-	-	-	-
	F	15	3	186 - 225	195	198	-	-	-	-	-	-	-	-	-	-
400 +	M	24	6	260 - 385	320	323	-	-	-	-	-	16	4	260 - 385	340	327
	F	28	6	210 - 316	264	260	-	-	-	-	-	18	4	210 - 297	269	263
TYPE OF FIRM REPORTING																
Department Store	M	44	14	260 - 385	316	320	19	4	260 - 372	325	325	20	5	260 - 385	303	317
Department Store	F	49	15	186 - 316	217	237	14	6	209 - 316	221	249	31	5	186 - 297	217	235
Retail Firms	M	13	5	250 - 364	260	271	8	3	250 - 303	250	258	-	-	-	-	-
Retail Firms	F	8	4	173 - 217	200	196	-	-	-	-	-	-	-	-	-	-
Summary	M	57	19	250 - 385	303	309	27	7	250 - 372	312	305	21	6	260 - 385	303	315
Summary	F	57	19	173 - 316	217	231	19	8	200 - 316	217	238	33	6	173 - 297	217	231
SIZE OF FIRM	MEN'S AND BOYS' FURNISHINGS SALESPERSON															
1 - 39	M	6	3	242 - 372	307	305	-	-	-	-	-	-	-	-	-	-
40 - 99	M	6	3	303 - 369	336	336	-	-	-	-	-	-	-	-	-	-
100 - 399	M	8	4	238 - 379	335	327	-	-	-	-	-	-	-	-	-	-
	F	7	3	195 - 281	199	229	-	-	-	-	-	-	-	-	-	-
400 +	M	23	5	238 - 379	325	316	-	-	-	-	-	12	3	238 - 370	322	310
	F	26	5	217 - 294	260	258	-	-	-	-	-	10	3	242 - 294	265	265

Definition: CORSET SALESWOMAN - Sells and fits ladies corsets, brassieres, etc., counsels customers in problems of anatomy and posture. Position requires high degree of tact, tolerance and understanding.

Definition: SHOE SALESMAN - Fits and sells shoes, looks after a section of stock. Orders basic stock. Is responsible for housekeeping in section. Knowledge of leathers, fitting and anatomy of foot required.

Definition: MEN'S AND BOYS' FURNISHINGS SALESPERSON - Sells merchandise requiring style sense, knowledge of fabrics. Must have considerable persuasive ability. Looks after section of stock, basic stock re-orders, housekeeping in section.

ALBERTA																
Size of Firm (based on Total Employees)									CALGARY				EDMONTON			
and	M - Male F - Female	No. Employed	No. of Firms	Range	Median Rate	Weighted Average	No. Employed	No. of Firms	Range	Median Rate	Weighted Average	No. Employed	No. of Firms	Range	Median Rate	Weighted Average
Type of Firm Reporting																
				\$	\$	\$			\$	\$	\$			\$	\$	\$
TYPE OF FIRM REPORTING	MEN'S AND BOYS' FURNISHINGS SALESPERSON (Continued)															
Department Store	M	40	14	238 - 379	325	319	18	5	250 - 379	343	330	15	4	238 - 370	320	304
Department Store	F	37	10	195 - 294	260	252	19	3	217 - 288	260	257	14	5	195 - 294	242	245
Summary	M	43	15	238 - 379	325	319	21	6	250 - 379	340	330	15	4	238 - 370	320	304
Summary	F	40	11	195 - 294	256	249	22	4	208 - 288	256	252	14	5	195 - 294	242	245
SIZE OF FIRM	MEN'S AND BOYS' WEAR SALESMAN															
1 - 39	M	15	4	260 - 390	325	313	-	-	- -	- -	- -	- -	- -	- -	- -	- -
40 - 99	M	1	3	260 - 369		320	-	-	- -	- -	- -	- -	- -	- -	- -	- -
100 - 399	M	21	3	260 - 368	325	327	-	-	- -	- -	- -	- -	- -	- -	- -	- -
400 +	M	27	4	260 - 385	346	332	-	-	- -	- -	- -	21	3	260 - 385	346	335
TYPE OF FIRM REPORTING																
Department Store	M	55	11	260 - 385	325	329	16	3	269 - 379	342	329	32	4	260 - 385	325	331
Retail Firms	M	12	3	260 - 390	314	311	-	-	- -	- -	- -	- -	- -	- -	- -	- -
Summary	M	67	14	260 - 390	325	326	24	4	260 - 379	325	321	32	4	260 - 385	325	331
SIZE OF FIRM	HOME FURNISHINGS SALESPERSON															
1 - 39	M	18	9	300 - 500	325	356	8	5	325 - 500	384	392	-	-	- -	- -	- -
100 - 399	F	13	4	199 - 294	260	250	-	-	- -	- -	- -	- -	- -	- -	- -	- -
400 +	M	32	3	303 - 494	433	425	-	-	- -	- -	- -	- -	- -	- -	- -	- -
	F	45	4	229 - 320	270	272	-	-	- -	- -	- -	39	3	229 - 320	262	271
TYPE OF FIRM REPORTING																
Department Store	M	47	8	303 - 494	419	417	14	3	325 - 494	437	438	-	-	- -	- -	- -
Department Store	F	64	9	199 - 320	268	267	10	3	199 - 303	281	266	41	4	199 - 320	262	267
Retail Firms	M	17	8	300 - 500	325	358	7	4	325 - 500	417	401	-	-	- -	- -	- -
Summary	M	64	16	300 - 500	415	401	21	7	325 - 500	424	426	30	4	300 - 480	412	393
Summary	F	66	10	199 - 320	265	266	10	3	199 - 303	281	266	41	4	199 - 320	262	267
SIZE OF FIRM	TAILOR															
100 - 399	M	5	5	303 - 390	390	360	-	-	- -	- -	- -	-	-	- -	- -	- -
400 +	M	10	5	314 - 398	361	359	-	-	- -	- -	- -	6	3	314 - 398	374	369

Definition of Duties: MEN'S AND BOYS' WEAR SALESMAN - Sells men's and boys' suits, coats, etc. Requires high degree of selling ability. Is responsible for stock-work, i.e. bringing stock to the floor and other heavy work in department. Is responsible for basic stock re-orders, housekeeping.

Definition of Duties: HOME FURNISHINGS SALESPERSON - (Furniture, floor coverings, drapes.) Sells merchandise requiring high degree of selling ability and color sense. Advises customers on room settings and co-ordination of furnishings. Is responsible for moving of stock (male only). Housekeeping in department.

Definition of Duties: TAILOR - Alters ready-made garments according to fitters instructions. Operates sewing machine, hoffman press.

ALBERTA																
Size of Firm (based on Total Employees)																
and	M - Male F - Female	No. Employed	No. of Firms	Range	Median Rate	Weighted Average	No. Employed	No. of Firms	Range	Median Rate	Weighted Average	No. Employed	No. of Firms	Range	Median Rate	Weighted Average
Type of Firm Reporting																
				\$	\$	\$			\$	\$	\$			\$	\$	\$
	TAILOR (Continued)															
TYPE OF FIRM REPORTING																
Department Store	M	15	10	303 - 398	362	359	6	4	314 - 390	358	359	8	5	314 - 398	374	366
Retail Firms	M	3	3	281 - 368		321	-	-	- -	-	-	-	-	- -	-	-
Summary	M	18	13	281 - 398	361	353	8	6	281 - 390	358	351	9	6	313 - 398	362	360
TAILORESS																
SIZE OF FIRM																
1 - 39	F	14	9	173 - 249	173	187	-	-	- -	-	-	-	-	- -	-	-
100 - 399	F	17	5	173 - 281	195	207	-	-	- -	-	-	-	-	- -	-	-
400 +	F	16	5	184 - 288	264	256	-	-	- -	-	-	10	3	184 - 288	251	246
TYPE OF FIRM REPORTING																
Department Store	F	36	13	173 - 288	228	227	8	4	264 - 288	277	275	24	5	173 - 288	195	216
Retail Firms	F	13	7	173 - 249	195	193	-	-	- -	-	-	-	-	- -	-	-
Summary	F	49	20	173 - 288	196	218	12	6	173 - 288	266	248	30	7	173 - 288	195	211
ARTIST																
SIZE OF FIRM																
1 - 39	M	4	3	335 - 585		468	-	-	- -	-	-	-	-	- -	-	-
	M	7	4	372 - 518	480	461	-	-	- -	-	-	7	4	372 - 518	480	461
400 +	F	5	3	267 - 398	340	335	-	-	- -	-	-	-	-	- -	-	-
TYPE OF FIRM REPORTING																
Manufacturing	M	8	5	325 - 585	496	464	-	-	- -	-	-	4	3	497 - 585		526
Department Store	F	5	3	267 - 384	340	331	-	-	- -	-	-	-	-	- -	-	-
Summary	M	15	9	325 - 585	480	462	-	-	- -	-	-	11	7	372 - 585	495	484
Summary	F	8	5	225 - 398	312	313	6	3	225 - 384	312	307	-	-	- -	-	-
AGRICULTURIST																
Summary All Firms	M	7	4	474 - 700	490	531	-	-	- -	-	-	-	-	- -	-	-

Definition: TAILORESS - Same as Tailor except presses with flat iron.
of Duties:

Definition: ARTIST - Produces illustrations and displays for the purpose of information, publicity or film titling. Develops rough sketches from general ideas or suggestions. Designs and produces posters, pamphlets, brochures, and programmes using such techniques as freehand lettering, airbrush, silk screen, poster, water colour and oil painting. Requires considerable creative ability and initiative.

Definition: AGRICULTURIST (Beginning Level) - This position requires incumbent to hold a degree in agriculture. Performs professional work in various fields of agriculture.

MONTHLY SALARY AND WAGE RATES

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		ALBERTA						CALGARY						EDMONTON					
Size of Firm (based on Total Employees)																			
and	M - Male F - Female	No. Employed	No. of Firms	Range	Median Rate	Weighted Average	No. Employed	No. of Firms	Range	Median Rate	Weighted Average	No. Employed	No. of Firms	Range	Median Rate	Weighted Average			
Type of Firm Reporting																			
				\$	\$	\$			\$	\$	\$			\$	\$	\$			
SIZE OF FIRM	LABORATORY ASSISTANT																		
1 - 39	M	14	3	265 - 400	300	317	-	-	-	-	-	-	-	-	-	-	-	-	-
40 - 99	M	8	6	280 - 420	352	348	7	5	280 - 420	355	355	-	-	-	-	-	-	-	-
100 - 399	M	34	10	270 - 415	352	346	7	4	270 - 325	280	293	-	-	-	-	-	-	-	-
400 +	M	25	6	260 - 420	377	353	-	-	-	-	-	24	5	260 - 420	377	356			
	F	5	3	247 - 411	280	319	-	-	-	-	-	-	-	-	-	-	-	-	-
TYPE OF FIRM REPORTING																			
Manufacturing	M	55	18	275 - 420	362	359	10	7	275 - 420	338	341	26	6	300 - 420	365	363			
Manufacturing	F	1	6	179 - 411	285	297	4	3	244 - 411		334	-	-	-	-	-	-	-	-
Oil Firms	M	4	3	270 - 300		279	-	-	-	-	-	-	-	-	-	-	-	-	-
Summary	M	81	25	260 - 420	350	343	15	10	270 - 420	325	320	47	10	260 - 420	359	342			
Summary	F	10	7	179 - 411	280	288	-	-	-	-	-	4	3	244 - 411		334			
SIZE OF FIRM	INDUSTRIAL LABORATORY TECHNICIAN																		
1 - 39	M	4	3	350 - 520		416	-	-	-	-	-	-	-	-	-	-	-	-	-
40 - 99	M	9	7	350 - 480	425	418	4	4	405 - 480		440	-	-	-	-	-	-	-	-
100 - 399	M	29	12	330 - 506	425	434	16	6	330 - 502	440	437	9	3	385 - 485	420	426			
400 +	M	116	12	330 - 530	411	419	15	3	350 - 480	387	397	89	6	330 - 530	411	421			
	F	37	6	342 - 411	380	383	5	3	342 - 375	342	353	32	3	350 - 411	390	388			
TYPE OF FIRM REPORTING																			
Manufacturing	M	98	22	333 - 530	425	430	10	8	400 - 480	425	431	75	9	333 - 530	411	430			
Oil Firms	M	24	6	335 - 502	399	411	17	4	350 - 502	398	413	-	-	-	-	-	-	-	-
Public Service	M	16	4	330 - 518	360	402	-	-	-	-	-	-	-	-	-	-	-	-	-
Public Service	F	3	3	365 - 375		372	-	-	-	-	-	-	-	-	-	-	-	-	-
Summary	M	158	34	330 - 530	411	422	36	14	330 - 502	415	420	103	13	330 - 530	411	421			
Summary	F	37	6	342 - 411	380	383	5	3	342 - 375	342	353	32	3	350 - 411	390	388			
SIZE OF FIRM	INDUSTRIAL LABORATORY TECHNICIAN (GRADUATE)																		
100 - 399	M	4	4	510 - 676		598	-	-	-	-	-	-	-	-	-	-	-	-	-
	F	4	3	350 - 460		413	-	-	-	-	-	-	-	-	-	-	-	-	-
400 +	M	34	6	463 - 720	580	593	-	-	-	-	-	24	4	475 - 720	600	612			

Definition: LABORATORY ASSISTANT - Performs routine work under supervision in a laboratory. Assists a technician with complex tests and performs routine tests and analyses. Requires no formal training other than high school courses in science.

Definition: INDUSTRIAL LABORATORY TECHNICIAN - Performs tests, analyses and experiments requiring a high degree of technical competence and formal training, to the level of a Diploma in Laboratory Technology from a recognized Institute of Technology.

Definition: INDUSTRIAL LABORATORY TECHNICIAN (GRADUATE) - Duties similar to those of Industrial Laboratory Technician, but incumbent must possess university degree in chemistry, physics, zoology or other pure science.

MONTHLY SALARY AND WAGE RATES

MONTHLY SALARY AND WAGE RATES																
ALBERTA																
CALGARY																
EDMONTON																
Size of Firm (based on Total Employees)	M - Male F - Female	No. Employed	No. of Firms	Range	Median Rate	Weighted Average	No. Employed	No. of Firms	Range	Median Rate	Weighted Average	No. Employed	No. of Firms	Range	Median Rate	Weighted Average
and																
Type of Firm Reporting				\$	\$	\$			\$	\$	\$			\$	\$	\$
	INDUSTRIAL LABORATORY TECHNICIAN (GRADUATE) (Continued)															
TYPE OF FIRM REPORTING																
Manufacturing	M	28	8	480 - 720	600	614	-	-	-	-	-	21	5	498 - 720	630	626
Manufacturing	F	11	3	395 - 660	495	498	-	-	-	-	-	-	-	-	-	-
Oil Firms	M	7	3	463 - 663	513	547	-	-	-	-	-	-	-	-	-	-
Summary	M	41	13	463 - 720	585	591	3	3	590 - 625		610	27	7	475 - 720	590	602
Summary	F	13	5	350 - 660	495	487	-	-	-	-	-	11	3	395 - 660	495	501
	INDUSTRIAL NURSE															
SIZE OF FIRM																
100 - 399	F	11	11	325 - 427	368	367	5	5	325 - 411	357	361	5	5	325 - 427	380	373
400 +	F	18	15	325 - 424	370	369	3	3	342 - 372		361	13	10	325 - 424	370	374
TYPE OF FIRM REPORTING																
Manufacturing	F	19	16	325 - 427	370	376	4	4	342 - 411		380	13	10	325 - 427	370	377
Oil Firms	F	3	3	325 - 410		357	-	-	-	-	-	-	-	-	-	-
Department Store	F	6	6	325 - 379	352	354	3	3	346 - 372		358	3	3	325 - 379		350
Summary	F	31	28	325 - 427	368	369	9	9	325 - 411	368	366	19	16	325 - 427	370	373
	LIBRARIAN															
SIZE OF FIRM																
100 - 399	F	13	7	250 - 465	415	354	8	5	250 - 425	280	322	-	-	-	-	-
400 +	F	9	5	345 - 500	433	433	-	-	-	-	-	6	3	345 - 500	425	430
TYPE OF FIRM REPORTING																
Oil Firms	F	6	5	300 - 456	422	409	5	4	300 - 440	420	400	-	-	-	-	-
Institution	F	10	4	250 - 465	381	351	-	-	-	-	-	-	-	-	-	-
Summary	M	9	3	429 - 473	448	447	-	-	-	-	-	-	-	-	-	-
Summary	F	22	12	250 - 500	417	386	10	6	250 - 440	358	344	11	5	300 - 500	417	419

Definition INDUSTRIAL NURSE - Provides professional first-aid and emergency nursing care, for staff of the organization served.
of Duties: May investigate employee absences caused by illness. May assist the plant doctor as required. Requires graduation from an approved school of nursing.

Definition LIBRARIAN - Performs beginning level professional library work, serving as an assistant to a higher level librarian in re-
of Duties: quisitioning, cataloguing, and reference functions, or is in charge of a small departmental library.

SECTION 2

Range of Salary and Wage Rates, Weighted Averages and Medians

By Size and Type of Firm

Alberta - Lethbridge - Medicine Hat

Comments made in Section 1 outlining methods also apply in this Section

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* Indicates hourly rates or both monthly and hourly rates shown.

MONTHLY SALARY AND WAGE RATES

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ALBERTA																
LETHBRIDGE																
MEDICINE HAT																
Size of Firm (based on Total Employees)	M - Male F - Female		No. Employed	No. of Firms	Range	Median Rate	Weighted Average			No. Employed	No. of Firms	Range	Median Rate	Weighted Average		
and Type of Firm Reporting					\$	\$	\$					\$	\$	\$		\$
	CLERK (BEGINNING LEVEL)															
SIZE OF FIRM	M		30	4	200 - 341	221	235	5	5	204 - 303	221	235	3	3	206 - 244	220
1 - 39	F		7	1	184 - 261	202	201			194 - 217	202	201	-	-	-	-
40 - 99	M		6	34	200 - 343	236	240	4	5	200 - 340	236	241	-	-	-	-
100 - 399	F		451		183 - 295	207	224	1	1	174 - 275	211	222	-	-	-	-
TYPE OF FIRM REPORTING	M		1	10	200 - 341	230	235	4	4	215 - 340	230	243	-	-	-	-
Manufacturing	F		4	3	184 - 300	210	215		4	184 - 275	207	220	-	-	-	-
Wholesale Firms	M		181	10	200 - 344	240	253	14	4	200 - 340	230	240	4	4	200 - 244	221
Summary	F		1147	207	183 - 300	209	224	12	11	184 - 275	211	225	4	4	185 - 195	190
	CLERK - GENERAL (INTERMEDIATE)															
SIZE OF FIRM	M		10		260 - 460	330	341	5	5	270 - 424	331	341	-	-	-	-
1 - 39	F		126	12	215 - 345	246	253	20	10	215 - 303	233	244	8	4	215 - 322	247 251
40 - 99	M		167	62	260 - 471	364	363	3	3	325 - 403		376	-	-	-	-
	F		150	31	215 - 350	257	265	2	3	30 - 310	255	262	-	-	-	-
100 - 399	M		375	68	260 - 473	364	364	3	3	343 - 395	364	364	-	-	-	-
	F		343	5	215 - 350	253	261	22	5	205 - 305	253	261	-	-	-	-
TYPE OF FIRM REPORTING	M		170	56	260 - 455	350	352	10	10	270 - 424	331	375	-	-	-	-
Manufacturing	F		11	11	215 - 346	247	251	-	-	-	-	-	4	3	215 - 270	239
Manufacturing	F		132	15	217 - 316	230	242	4	5	234 - 303	230	242	-	-	-	-
Department Store	F		65	32	217 - 343	230	252	7	4	234 - 305	230	250	-	-	-	-
Wholesale Firms	F		12	37	215 - 350	254	261	-	-	-	-	-	3	5	215 - 322	227 248
Financial Firms	F		13	2	215 - 350	250	263	5	2	210 - 280	230	242	-	-	-	-
Retail Firms	M		7		280 - 450	320	353	3	1	233 - 325		304	-	-	-	-
Construction	M		213	22	260 - 474	365	365	10	12	270 - 424	331	375	-	-	-	-
Summary	F		102	246	215 - 350	247	251	40	12	215 - 310	233	244	40	12	215 - 322	247 251
Summary																
	PROFESSOR (COLLEGE) CLERK															
SIZE OF FIRM	M		10		335 - 552	422	425	3	3	350 - 383		371	4	4	342 - 420	381
1 - 39	F		5	4	260 - 380	315	315	11		262 - 354	320	340	-	-	-	-
100 - 399	M		257	95	335 - 560	445	443	-	-	-	-	-	9	3	412 - 494	430 440
TYPE OF FIRM REPORTING	M		180	54	335 - 554	445	445	-	-	-	-	-	12	4	351 - 494	414 422
Manufacturing	M		70	37	335 - 554	445	445	-	-	350 - 395	370	370	-	-	-	-
Wholesale Firms	M		125	217	335 - 560	445	443	10		350 - 470	445	443	10		342 - 474	424 430
Summary	F		350		260 - 395	315	315	12		262 - 354	320	340	-	-	-	-
Summary																

See Section 1. for definition of duties.

MONTHLY SALARY AND WAGE RATES

ALBERTA																	LETHBRIDGE				MEDICINE HAT			
Size of Firm (based on Total Employees)	M - Male		F - Female		No. Employed		No. of Firms		Range		Median Rate		Weighted Average		No. Employed		No. of Firms		Range		Median Rate		Weighted Average	
and																								
Type of Firm Reporting																								

See Section 1. for definition of duties.

MONTHLY SALARY AND WAGE RATES

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Size of Firm (based on Total Employees)	and Type of Firm Reporting	ALBERTA					LETHBRIDGE					MEDICINE HAT					
		M - Male F - Female	No. Employed	No. of Firms	Range	Median Rate	Weighted Average	No. Employed	No. of Firms	Range	Median Rate	Weighted Average	No. Employed	No. of Firms	Range	Median Rate	Weighted Average
JUNIOR STENOGRAPHER (BEGINNING LEVEL)																	
SIZE OF FIRM																	
1 - 39	F	58	45	204 - 285	235	234	3	3	205 - 268		229	-	-	-	-	-	-
100 - 399	F	187	52	205 - 285	244	243	7	3	210 - 238		221	223	-	-	-	-	-
TYPE OF FIRM REPORTING																	
Wholesale Firms	F	27	25	204 - 255	225	228	3	3	210 - 220		215		-	-	-	-	-
Summary	F	432	153	204 - 285	243	243	26	9	205 - 280		232	238	-	-	-	-	-
SENIOR STENOGRAPHER																	
SIZE OF FIRM																	
1 - 39	F	112	74	245 - 335	275	277	7	6	250 - 320		265	272	-	-	-	-	-
100 - 399	F	267	70	245 - 337	290	291	4	3	273 - 310		291		-	-	-	-	-
TYPE OF FIRM REPORTING																	
Manufacturing	F	87	48	245 - 330	285	287	6	5	250 - 320		281	294	-	-	-	-	-
Summary	F	907	243	245 - 337	285	287	36	12	250 - 330		286	285	11	4	260 - 315	300	296
SECRETARY - STENOGRAPHER																	
SIZE OF FIRM																	
1 - 39	F	101	83	270 - 392	303	314	3	3	275 - 330		310		-	-	-	-	-
Summary	F	554	231	270 - 392	327	327	13	8	275 - 360		309	312	-	-	-	-	-
TELEPHONE OPERATOR																	
SIZE OF FIRM																	
1 - 39	F	86	86	195 - 300	235	239	3	3	210 - 220		215		-	-	-	-	-
40 - 99	F	88	82	191 - 290	230	234	3	3	191 - 225		205		3	3	195 - 268		223
100 - 399	F	133	89	191 - 300	240	242	7	6	200 - 260		212	222	3	3	198 - 230		213
TYPE OF FIRM REPORTING																	
Institution	F	79	34	195 - 300	250	244	4	3	204 - 220		212		-	-	-	-	-
Summary	F	443	302	191 - 301	245	244	15	14	191 - 267		215	221	7	7	195 - 268	210	218
BOOKKEEPING MACHINE OPERATOR																	
SIZE OF FIRM																	
1 - 39	F	75	61	195 - 305	240	240	10	8	200 - 260		215	223	8	4	195 - 281	212	219
40 - 99	F	89	59	195 - 308	250	249	14	6	196 - 286		233	236	3	3	200 - 275		248
100 - 399	F	130	54	200 - 310	257	254	4	3	200 - 279		234		-	-	-	-	-

See Section 1. for definition of duties.

MONTHLY SALARY AND WAGE RATES

MONTHLY SALARY AND WAGE RATES																	
ALBERTA							LETHBRIDGE					MEDICINE HAT					
Size of Firm (based on Total Employees)	M - Male F - Female	No. Employed	No. of Firms	Range	Median Rate	Weighted Average	No. Employed	No. of Firms	Range	Median Rate	Weighted Average	No. Employed	No. of Firms	Range	Median Rate	Weighted Average	
and Type of Firm Reporting					\$	\$			\$	\$	\$				\$	\$	
TYPE OF FIRM REPORTING	BOOKKEEPING MACHINE OPERATOR (Continued)																
	Wholesale Firms	F	57	42	195 - 307	251	253	7	4	200 - 286	230	233	4	4	195 - 275		220
	Automotive Firms	F	28	19	200 - 310	250	249	5	4	200 - 250	200	211	-	-	-	-	-
	Financial Firms	F	129	27	196 - 300	233	235	5	3	196 - 243	218	220	-	-	-	-	-
	Summary	F	387	104	195 - 310	250	251	29	18	196 - 286	230	231	13	9	195 - 281	213	229
Summary All Firms	BILLING MACHINE OPERATOR																
	F	108	48	200 - 307	250	251	5	4	219 - 281	225	237	4	3	200 - 238		220	
SIZE OF FIRM	ACCOUNTANT																
	1 - 39	M	28	26	450 - 625	530	526	4	3	476 - 555		532	-	-	-	-	-
TYPE OF FIRM REPORTING																	
	Manufacturing	M	40	28	442 - 675	538	536	5	4	476 - 575	555	536	-	-	-	-	-
Summary	M	208	98	430 - 700	545	543	9	5	476 - 575	548	537	4	3	475 - 675		559	
Summary All Firms	CHIEF ACCOUNTANT																
	M	103	89	475 - 975	675	686	3	3	650 - 750		717	3	3	480 - 700		615	
SIZE OF FIRM	NON-PROFESSIONAL ACCOUNTANT - OFFICE SUPERVISOR																
	1 - 39	M	63	63	390 - 700	498	501	3	3	425 - 535		464	-	-	-	-	-
	40 - 99	M	43	39	383 - 690	522	521	-	-	-	-	-	3	3	500 - 600		550
	100 - 399	M	76	33	383 - 700	525	542	3	3	450 - 693		543	-	-	-	-	-
TYPE OF FIRM REPORTING																	
	Wholesale Firms	M	32	26	383 - 641	500	504	3	3	433 - 485		456	-	-	-	-	-
Summary	M	214	145	383 - 700	511	522	9	9	425 - 693	486	518	4	4	458 - 600		527	
SIZE OF FIRM	OFFICE MANAGER OR ADMINISTRATIVE ASSISTANT																
	1 - 39	M	60	53	400 - 825	563	579	6	5	400 - 647	557	543	6	6	424 - 585	493	504
	40 - 99	M	36	30	400 - 823	584	609	3	3	400 - 593		504	-	-	-	-	-
TYPE OF FIRM REPORTING																	
	Financial Firms	M	30	18	400 - 825	557	573	-	-	-	-	-	3	3	460 - 550		505
Summary	M	197	133	400 - 866	575	594	11	10	400 - 647	585	543	7	7	424 - 585	486	496	

See Section 1. for definition of duties.

MONTHLY SALARY AND WAGE RATES

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		ALBERTA						LETHBRIDGE						MEDICINE HAT					
Size of Firm (based on Total Employees)		M - Male F - Female	No. Employed	No. of Firms	Range	Median Rate	Weighted Average	No. Employed	No. of Firms	Range	Median Rate	Weighted Average	No. Employed	No. of Firms	Range	Median Rate	Weighted Average		
and Type of Firm Reporting																			
					\$	\$	\$			\$	\$	\$			\$	\$	\$		
BUYER OR PURCHASING ASSISTANT																			
SIZE OF FIRM																			
1 - 39	M	44	30		290 - 600	422	437	3	3	346 - 510		451	5	5	350 - 567	395	427		
TYPE OF FIRM REPORTING																			
Manufacturing	M	41	34		290 - 615	450	442	3	3	332 - 510		447	3	3	390 - 567		466		
Summary	M	150	114		281 - 615	435	43	7		332 - 601	510	441	7	7	350 - 567	395	424		
SENIOR BUYER OR PURCHASING AGENT																			
SIZE OF FIRM																			
1 - 39	M	32	31		390 - 710	494	498	5	5	390 - 650	425	501	3	3	400 - 591		497		
100 - 399	M	40	38		400 - 712	550	549	-	-	- -	-	-	3	3	400 - 590		513		
TYPE OF FIRM REPORTING																			
Wholesale Firms	M	27	25		390 - 693	415	473	4	4	390 - 433		412	-	-	- -	-	-		
Summary	M	153	107		390 - 712	565	552	7		390 - 650	433	484			400 - 650	545	528		
ENGINEER																			
TYPE OF FIRM REPORTING																			
Manufacturing	M	63	25		550 - 833	650	670	-	-	- -	-	-	4	3	550 - 640		594		
Summary	M	477	116		548 - 833	652	663	7	3	570 - 750	626	692	5	4	550 - 640	615	600		
CHIEF ENGINEER																			
Summary All Firms	M	105	57		750 - 1300	930	962	-	-	- -	-	-	3	3	850 - 1083		978		
DRAFTSMAN - SKILLED																			
SIZE OF FIRM																			
1 - 39	M	52	27		365 - 500	425	428	4	3	370 - 425		408	-	-	- -	-	-		
Summary	M	390	99		360 - 515	425	430	5		370 - 450	430	429	-	-	- -	-	-		
SHIFT STEAM ENGINEER (3rd Class Certificate) - Monthly Rate (dollars per month)																			
Summary All Firms	M	62	13		373 - 465	403	413	10	3	400 - 426	413	413	-	-	- -	-	-		
STEAM ENGINEER (2nd Class Certificate) - Monthly Rate (dollars per month)																			
SIZE OF FIRM																			
100 - 399	M	16	10		480 - 695	542	580	-	-	- -	-	-	9	3	525 - 600	551	566		
Summary	M	41	23		480 - 730	600	613	-	-	- -	-	-		3	525 - 600	551	566		

See Section 1. for definition of duties.

MONTHLY SALARY AND WAGE RATES

ALBERTA										LETHBRIDGE						MEDICINE HAT							
Size of Firm (based on Total Employees)	M - Male F - Female		No. Employed	No. of Firms	Range		Median Rate	Weighted Average		No. Employed	No. of Firms	Range		Median Rate	Weighted Average		No. Employed	No. of Firms	Range		Median Rate	Weighted Average	
and Type of Firm Reporting																							
					\$		\$	\$					\$	\$	\$				\$		\$	\$	
MAINTENANCE MAN (MILLWRIGHT) - Monthly Rate (dollars per month)																							
SIZE OF FIRM																							
1 - 39	M				275 - 515		395	396					315 - 433		390	383		-	-		-	-	
Summary	M		105	14	260 - 530		400	396		9	3		275 - 433		390	350		-	-		-	-	
UTILITY WORKER - HANDYMAN - Monthly Rate (dollars per month)																							
SIZE OF FIRM																							
1 - 39	M				225 - 368		312	294		7	3		225 - 333		333	311		-	-		-	-	
Summary	M		156	20	225 - 377		315	311		10	5		225 - 333		324	311		3	3		238 - 365		291
UTILITY WORKER - HANDYMAN - Hourly Rate (cents per hour)																							
Summary All Firms	M		141	43	1.64 - 2.45		2.11	2.11		-	3		1.65 - 2.16		2.16	2.04		-	-		-	-	
JANITOR - Monthly Rate (dollars per month)																							
SIZE OF FIRM																							
100 - 399	M		136	35	240 - 346		292	291		4	3		240 - 303			261		-	-		-	-	
Summary	M		511	75	240 - 346		300	290					240 - 328		290	283		-	-		-	-	
JANITOR - Hourly Rate (cents per hour)																							
Summary All Firms	M		177	35	1.27 - 2.06		1.76	1.71		-	-		-	-		-	-	6	3		1.76 - 1.94	1.87	1.86
WATCHMAN - Monthly Rate (dollars per month)																							
Summary All Firms	M		116	42	230 - 414		300	305		1	4		265 - 303		260	287		-	-		-	-	
WATCHMAN - Hourly Rate (cents per hour)																							
TYPE OF FIRM REPORTING																							
Manufacturing	M		51	20	1.10 - 2.19		1.87	1.75		-	-		-	-		-	-		3		1.50 - 1.94	1.73	1.77
Summary	M		35	31	1.10 - 2.19		1.64	1.65		-	-		-	-		-	-		12	4	1.50 - 1.94	1.91	1.81
LABOURER - Monthly Rate (dollars per month)																							
SIZE OF FIRM																							
1 - 39	M		45	15	175 - 368		290	292		-	-		-	-		-	-		11	3	175 - 320	248	251
Summary	M		214	34	152 - 389		255	255		10	5		200 - 310		290	283		57	4		152 - 320	191	191

See Section 1. for definition of duties.

MONTHLY SALARY AND WAGE RATES

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PROVINCIAL WAGE RATES																
Size of Firm (based on Total Employees)	ALBERTA						LETHBRIDGE						MEDICINE HAT			
	M - Male F - Female	No. Employed	No. of Firms	Range	Median Rate	Weighted Average	No. Employed	No. of Firms	Range	Median Rate	Weighted Average	No. Employed	No. of Firms	Range	Median Rate	Weighted Average
and Type of Firm Reporting				\$	\$	\$			\$	\$	\$			\$	\$	\$
LABOURER - Hourly Rate (cents per hour)																
SIZE OF FIRM																
1 - 39	M	160	32	1.50 - 2.05	1.70	1.73	-	-	-	-	-	30	3	1.50 - 1.87	1.77	1.74
40 - 99	M	284	28	1.50 - 2.05	1.83	1.81	33	3	1.60 - 1.90	1.67	1.69	-	-	-	-	-
TYPE OF FIRM REPORTING																
Manufacturing	M	803	53	1.50 - 2.05	1.85	1.85	41	4	1.62 - 1.92	1.72	1.76	163	6	1.65 - 1.95	1.83	1.82
Summary	M	1812	94	1.50 - 2.05	1.91	1.89	82	7	1.50 - 2.03	1.77	1.80	240	8	1.50 - 2.01	1.83	1.81
LABOUR FOREMAN - Monthly Rate (dollars per month)																
SIZE OF FIRM																
1 - 39	M	37	22	330 - 550	425	430	3	3	355 - 425		383	4	3	385 - 475		418
TYPE OF FIRM REPORTING																
Manufacturing	M	28	18	345 - 518	425	420	3	3	350 - 425		381	4	3	385 - 500		443
Summary	M	90	42	330 - 550	433	443	11	6	350 - 545	455	461	11	6	332 - 550	433	442
LABOUR FOREMAN - Hourly Rate (cents per hour)																
SIZE OF FIRM																
1 - 39	M	18	14	1.45 - 2.35	2.05	1.99	5	5	1.45 - 2.10	1.81	1.74	-	-	-	-	-
Summary	M	79	38	1.45 - 2.42	2.15	2.12	9	6	1.45 - 2.42	2.10	2.04	-	-	-	-	-
CARPENTER - Hourly Rate (cents per hour)																
TYPE OF FIRM REPORTING																
Manufacturing	M	111	30	1.95 - 2.85	2.31	2.37	-	-	-	-	-	6	3	1.98 - 2.62	2.15	2.15
Summary	M	397	69	1.95 - 2.85	2.65	2.55	24	4	1.95 - 2.85	2.60	2.50	22	6	1.98 - 2.62	2.35	2.30
SERVICE STATION ATTENDANT - Monthly Rate (dollars per month)																
SIZE OF FIRM																
1 - 39	M	38	16	195 - 340	250	260	4	3	250 - 300		279	-	-	-	-	-
40 - 99	M	23	9	200 - 350	250	259	-	-	-	-	-	3	3	225 - 325		265
TYPE OF FIRM REPORTING																
Automotive Firms	M	63	30	195 - 350	250	264	6	4	220 - 300	250	256	9	5	220 - 325	225	242
Summary	M	102	41	195 - 359	269	272	10	6	220 - 300	255	261	9	5	220 - 325	225	242

See Section 1. for definition of duties.

MONTHLY SALARY AND WAGE RATES

MONTHLY EARNINGS AND WEIGHTED AVERAGES																
ALBERTA							LETHBRIDGE					MEDICINE HAT				
Size of firm (based on Total Employees)	M - Male F - Female	No. Employed	No. of Firms	Range	Median Rate	Weighted Average	No. Employed	No. of Firms	Range	Median Rate	Weighted Average	No. Employed	No. of Firms	Range	Median Rate	Weighted Average
and Type of Firm Reporting				\$	\$	\$			\$	\$	\$			\$	\$	\$
LIGHT TRUCK DRIVER - Monthly Rate (dollars per month)																
SIZE OF FIRM																
1 - 39	M	79	55	190 - 355	250	248	7	4	200 - 260	260	244	6	4	225 - 299	228	247
TYPE OF FIRM REPORTING																
Wholesale Firms	M	65	31	190 - 350	260	256	5	3	200 - 260	260	238	-	-	- -	-	-
Summary	M	373	106	190 - 360	303	291	9	5	200 - 260	260	239	6	4	225 - 299	228	247
LIGHT TRUCK DRIVER - Hourly Rate (cents per hour)																
Summary All Firms	M	109	56	1.25 - 2.40	1.90	1.91	3	3	1.35 - 1.40	1.37		3	3	1.25 - 1.97		1.71
MEDIUM TRUCK DRIVER - Monthly Rate (dollars per month)																
SIZE OF FIRM																
1 - 39	M	39	14	275 - 381	309	304	7	4	275 - 300	281	287	-	-	- -	-	-
Summary	M	161	29	275 - 407	365	352	11	5	275 - 368	286	300	-	-	- -	-	-
MEDIUM TRUCK DRIVER - Hourly Rate (cents per hour)																
SIZE OF FIRM																
1 - 39	M	25	9	1.69 - 2.00	1.69	1.76	-	-	- -	-	-	5	3	1.75 - 1.90	1.90	1.86
Summary	M	203	30	1.69 - 2.19	2.00	1.97	16	4	1.71 - 2.07	2.03	1.98	23	5	1.75 - 2.06	1.94	1.93
HEAVY TRUCK DRIVER - Monthly Rate (dollars per month)																
SIZE OF FIRM																
40 - 99	M	46	8	300 - 430	400	400	9	3	300 - 425	375	368	-	-	- -	-	-
Summary	M	175	36	300 - 430	399	390	11	5	300 - 425	375	367	-	-	- -	-	-
HEAVY TRUCK DRIVER - Hourly Rate (cents per hour)																
SIZE OF FIRM																
1 - 39	M	36	15	1.70 - 2.00	1.86	1.82	12	3	1.71 - 1.97	1.92	1.91	-	-	- -	-	-
TYPE OF FIRM REPORTING																
Manufacturing	M	131	14	1.70 - 2.10	2.05	2.01	16	4	1.71 - 1.97	1.92	1.86	-	-	- -	-	-
Summary	M	307	34	1.70 - 2.11	2.05	1.96	16	4	1.71 - 1.97	1.92	1.88	-	-	- -	-	-
HEAVY EQUIPMENT OPERATOR - Hourly Rate (cents per hour)																
Summary All Firms	M	207	23	2.06 - 2.75	2.23	2.28	23	3	2.13 - 2.35	2.25	2.26	17	3	2.06 - 2.17	2.13	2.11

See Section 1. for definition of duties.

MONTHLY SALARY AND WAGE RATES

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ALBERTA																	LETHBRIDGE						MEDICINE HAT					
Size of Firm (based on Total Employees)	M - Male		F - Female		No. Employed		No. of Firms		Range		Median Rate		Weighted Average		No. Employed		No. of Firms		Range		Median Rate		Weighted Average					
and																												
Type of Firm Reporting																												

See Section 1. for definition of duties.

MONTHLY SALARY AND WAGE RATES

ALBERTA						LETHBRIDGE						MEDICINE HAT					
Size of Firm (based on Total Employees)	M - Male F - Female	No. Employed	No. of Firms	Range	Median Rate	Weighted Average	No. Employed	No. of Firms	Range	Median Rate	Weighted Average	No. Employed	No. of Firms	Range	Median Rate	Weighted Average	
and Type of Firm Reporting				\$	\$	\$			\$	\$	\$			\$	\$	\$	
	HOSPITAL MAID (FEMALE)																
<u>SIZE OF FIRM</u>																	
1 - 39	F	32	10	160 - 220	175	177	14	3	173 - 180	177	177	-	-	-	-	-	
<u>TYPE OF FIRM REPORTING</u>																	
Retail Firms	F	35	1	164 - 191	175	176	14	3	173 - 180	177	177	-	-	-	-	-	
Summary	F	1052	10	160 - 222	176	177	42	3	171 - 205	177	185	-	-	-	-	-	
	RESIDENCE HOUSEKEEPER (WOMEN)																
Summary All Firms	F	15	12	181 - 315	201	221	5	3	181 - 250	201	205	-	-	-	-	-	
	LAUNDRY OPERATOR, HEAVY DUTIES																
Summary All Firms	M	73	26	240 - 312	279	277	1	3	260 - 305	277	281	-	-	-	-	-	
	SEWINGRESS																
<u>TYPE OF FIRM REPORTING</u>																	
Institution	F	89	29	180 - 250	220	213	-	3	195 - 250	211	211	-	-	-	-	-	
Summary	F	140	30	180 - 251	210	212	5	4	191 - 250	207	207	-	-	-	-	-	
	HOSPITAL ATTENDANT (ORDERLY)																
<u>TYPE OF FIRM REPORTING</u>																	
Institution	M	552	34	210 - 334	290	279	23	3	236 - 305	284	280	-	-	-	-	-	
Summary	M	552	34	210 - 334	290	279	23	3	238 - 305	284	280	-	-	-	-	-	
	CERTIFIED NURSING AIDE																
<u>TYPE OF FIRM REPORTING</u>																	
Institution	F	1157	35	210 - 250	230	230	85	3	210 - 250	225	225	-	-	-	-	-	
Summary	F	1157	35	210 - 250	230	230	85	3	210 - 250	225	226	-	-	-	-	-	
	LABORATORY TECHNICIAN (MEDICAL)																
<u>TYPE OF FIRM REPORTING</u>																	
Institution	F	161	27	305 - 380	335	335	11	3	315 - 375	330	341	-	-	-	-	-	
Summary	F	161	27	305 - 380	335	335	11	3	315 - 375	330	341	-	-	-	-	-	
	NURSE																
<u>TYPE OF FIRM REPORTING</u>																	
Institution	F	1000	53	315 - 375	335	341	99	4	315 - 375	330	337	-	-	-	-	-	
Summary	F	1000	53	315 - 375	335	341	99	4	315 - 375	330	337	-	-	-	-	-	

See Section 1. for definition of duties.

MONTHLY SALARY AND WAGE RATES

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ALBERTA																	LETHBRIDGE						MEDICINE HAT					
Size of Firm (based on Total Employees)	M - Male		F - Female		No. Employed	No. of Firms	Range		Median Rate	Weighted Average		No. Employed	No. of Firms	Range		Median Rate	Weighted Average		No. Employed	No. of Firms	Range		Median Rate	Weighted Average				
and																												
Type of Firm Reporting																												
							\$		\$	\$				\$		\$	\$				\$		\$	\$				
STOCK HELPER																												
SIZE OF FIRM																												
1 - 39	M						100 - 300							100 - 270														
40 - 99	M						200 - 360												3	3		200 - 260			220			
Summary	M						105 - 370												3	3					225			
STOCK HELPER																												
SIZE OF FIRM																												
1 - 39	M	54	44				260 - 425	305	305					260 - 350	305	313						265 - 425			350			
40 - 99	M	32	2				260 - 425							260 - 375								300 - 380			345			
100 - 399	M	17	3				260 - 420	345	343					350 - 405					4	3		291 - 340			320			
TYPE OF FIRM REPORTING																												
Manufacturing	M	35	23				260 - 425	305	305											3		291 - 391			336			
Automotive Firms	M	32	2				260 - 425	305	335	3	3			315 - 350		330						300 - 425			303			
Retail Firms	M	10	3				260 - 400	305	305					280 - 375		305												
Summary	M	267	125				260 - 425	345	343	4	3			260 - 405	305	331						291 - 425	333		346			
BRIEF STOCK HELPER																												
TYPE OF FIRM REPORTING																												
Automotive Firms	M	22	20				325 - 535	345	404										3	3		340 - 500			447			
Summary	M	125	92				320 - 535	420	477	3	3			325 - 530		415			3	3		390 - 500			447			
FIRM USE ORDER DESK CLERK																												
SIZE OF FIRM																												
1 - 39	M	65	45				250 - 425	325	325	5				275 - 390	305	334												
40 - 99	M	80	37				250 - 425	325	330		3			275 - 372	305	336												
TYPE OF FIRM REPORTING																												
Wholesale Firms	M	189	3				250 - 425	305	305	11				275 - 372	305	305												
Summary	M	265	112				250 - 425	320	323	14				275 - 500	305	330												
REUSE COUNTERMAN																												
SIZE OF FIRM																												
1 - 39	M	4	3				235 - 375	310	302					275 - 350	305	305												
40 - 99	M	50	22				245 - 385	310	311		3			250 - 370	315	315												
TYPE OF FIRM REPORTING																												
Wholesale Firms	M	50	20				235 - 384	315	316					250 - 370	315	316												
Summary	M	175	25				235 - 385	314	313	21	10			250 - 370	315	316												

See Section 1. for definition of duties.

MONTHLY SALARY AND WAGE RATES

ALBERTA																
LETHBRIDGE																
MEDICINE HAT																
Size of Firm (based on Total Employees)	M - Male F - Female	No. Employed	No. of Firms	Range	Median Rate	Weighted Average	No. Employed	No. of Firms	Range	Median Rate	Weighted Average	No. Employed	No. of Firms	Range	Median Rate	Weighted Average
and																
Type of Firm Reporting																
				\$	\$	\$			\$	\$	\$			\$	\$	\$
WAREHOUSE ORDER FILLER																
<u>SIZE OF FIRM</u>																
1 - 39	M	55	31	210 - 368	266	274	5	4	217 - 368	238	261	-	-	-	-	-
<u>TYPE OF FIRM REPORTING</u>																
Wholesale Firms	M	191	48	210 - 355	274	279	10	5	217 - 300	250	252	-	-	-	-	-
Summary	M	253	73	210 - 376	277	282	13	7	217 - 368	267	267	-	-	-	-	-
WAREHOUSE PACKER																
<u>TYPE OF FIRM REPORTING</u>																
Wholesale Firms	M	59	26	200 - 347	257	257	9	5	200 - 315	260	260	-	-	-	-	-
Summary	M	143	40	200 - 367	292	279	18	6	200 - 315	292	269	-	-	-	-	-
WAREHOUSE SHIPPING CLERK																
<u>SIZE OF FIRM</u>																
1 - 39	M	75	60	250 - 395	313	318	5	5	324 - 390	350	349	4	3	309 - 390		350
40 - 99	M	69	46	245 - 394	312	318	8	4	250 - 350	350	322	-	-	-	-	-
<u>TYPE OF FIRM REPORTING</u>																
Wholesale Firms	M	106	67	239 - 395	321	320	10	6	275 - 350	350	335	4	3	309 - 390		350
Summary	M	251	139	239 - 404	344	331	14	10	250 - 390	350	329	5	4	309 - 390	350	349
WAREHOUSEMAN																
<u>SIZE OF FIRM</u>																
1 - 39	M	100	52	245 - 388	300	300	10	8	250 - 335	293	291	9	3	284 - 315	315	310
40 - 99	M	117	31	245 - 406	304	309	16	6	250 - 390	315	307	-	-	-	-	-
100 - 399	M	300	35	245 - 400	324	320	32	4	260 - 346	296	298	-	-	-	-	-
<u>TYPE OF FIRM REPORTING</u>																
Manufacturing	M	121	28	250 - 402	326	335	32	6	257 - 390	296	297	-	-	-	-	-
Wholesale Firms	M	278	62	245 - 400	301	295	18	7	250 - 341	315	299	9	3	284 - 315	315	310
Summary	M	621	131	245 - 406	320	320	58	18	250 - 390	296	299	12	5	284 - 333	315	313
SALESCLERK SMALLWARES																
<u>SIZE OF FIRM</u>																
1 - 39	F	59	18	173 - 270	182	192	24	6	173 - 195	182	181	-	-	-	-	-
<u>TYPE OF FIRM REPORTING</u>																
Department Stores	F	239	24	173 - 279	226	224	34	3	173 - 273	173	188	-	-	-	-	-
Retail Firms	F	35	14	173 - 270	191	196	14	5	173 - 195	182	180	-	-	-	-	-
Summary	F	274	38	173 - 279	217	220	48	8	173 - 273	173	186	-	-	-	-	-

See Section 1. for definition of duties.

MONTHLY SALARY AND WAGE RATES

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ALBERTA																	LETHBRIDGE																	MEDICINE HAT																
Size of Firm (based on Total Employees)	M - Male		F - Female		No. Employed		No. of Firms		Range		Median Rate		Weighted Average		No. Employed		No. of Firms		Range		Median Rate		Weighted Average		No. Employed		No. of Firms		Range		Median Rate		Weighted Average																	
and																																																		
Type of Firm Reported																																																		

See Section 1. for definition of duties.

MANUFACTURING FIRMSCALGARY

Alberta Distillers Ltd.
 Alberta Trailer Company Ltd.
 Albertan Job Press Ltd.
 Alcraft Printing Ltd.
 Allied Chemical Services Ltd.
 Alscio Carlton
 Barber Machinery Ltd.
 Bonar and Bemis Ltd.
 Blue Label Bottling Co. Ltd.
 Burns and Co. Ltd.
 Calgary Bindery
 Calgary Brewing and Malting Co. Ltd.
 The Calgary Herald
 Calgary Packers Ltd.
 Calgary Power Ltd.
 Calgary Sash and Door Ltd.
 Canada Creosoting Co. Ltd.
 Canada Malting Co. Ltd.
 Canadian Industries Ltd. (Explosives Div.)
 Canadian Liquid Air Co. Ltd.
 Canadian Pacific Railway
 C O Nickle Publications Ltd.
 Consolidated Concrete Ltd.
 Consolidated Mining and Smelting Co. of Canada Ltd.
 Continental Can Co. of Canada Ltd.
 A. B. Cushing Mills Ltd.
 Dominion Bridge Co. Ltd.
 Domtar Packaging Ltd. (Hinde and Dauch Div.)
 Electric Storage Battery Co. Canada Ltd.
 Engineered Buildings (Calgary) Ltd.
 General Bakeries Ltd.
 Golden Arrow Manufacturing Limited
 Hook Signs Calgary Ltd.
 Irving Industries (Foothills Steel Foundry Div.) Ltd.
 James Equipment Ltd.
 Kalpress Limited
 Kleen Limited
 J. D. McArta Ltd.
 McCoy Renn Manufacturing Ltd.
 McGavin Toastmaster Ltd.
 Maple Leaf Purity Mills Ltd.
 Miller Printing Ltd.
 Molson's Western Breweries Limited
 Northwestern Brass Ltd.
 Peerless Motor Products Ltd.
 Pillsbury Canada Ltd.
 Polar Aerated Water Works Ltd.
 Rice Machine Service Ltd.
 Rileys Reproductions Ltd.
 Robin Hood Flour Mills Ltd.
 Robin Nodwell Manufacturing Ltd.
 Standard Brands Ltd.
 Superior Printing and Lithographing
 John Tynan and Co. Ltd.
 Union Packing Co. Ltd.
 Western Bridge Ltd. (Div. of Canada Iron Foundries Ltd.)
 Western Gypsum Ltd.
 Western Printing and Lithographing Co. Ltd.
 Westmount Manufacturing Ltd.

EDMONTON

A I M Steel Ltd.
 A B C Press
 Alberta Bedding Ltd.
 Alberta Concrete Products Co. Ltd.
 Alberta Glove Co.
 Alberta Oil Tool Co. Ltd.
 Alberta Phoenix Tube and Pipe Ltd.
 Alco Machine Works Ltd.
 Armco Drainage & Metal Products of Canada Ltd.
 Barber Machinery Ltd.
 Bennett and Emmott Ltd.
 Black Sivalls and Bryson Ltd.
 Bohemian Maid Brewing Co. Ltd.
 Bradburn Printers Ltd.
 Building Products Ltd.
 Bulletin Printers Ltd.
 Burns and Co. Ltd.
 Calgary Beverages Ltd.
 Canada Cement Co. Ltd.
 Canada Dry Ltd.
 Canada Iron Foundries Ltd.
 Canada Limb and Brace Ltd.
 Canada Packers Ltd.
 Canadian Bedding Co. Ltd.
 Canadian Chemical Co. Ltd.
 Canadian Industries Ltd. (Plastics Div.)
 Capital City Box Co. Ltd.
 W. H. Clark Lumber Co. Ltd.
 Coles Printing Co. Ltd.
 Commercial Printers Ltd.
 Continental Can Co. of Canada Ltd.
 Co-Op Press Ltd.
 Dominion Bridge Works
 Dominion Tanners Ltd.
 Domtar Chemicals Ltd. (Canada Creosoting Div.)
 Douglas Printing Co. Ltd.
 Edmonton Artificial Limb Co.
 Edmonton Iron and Wire Works
 The Edmonton Journal
 Edmonton Truck Body Ltd.
 The Emery Co. Ltd.
 Fairfax Baking Co.
 Fiberglas Canada Ltd.
 Flame Master Ltd.

Manufacturing Firms Edmonton (Con't.)

Gainers Ltd.
 Great West Garment Co. Ltd.
 Harrisons and Crosfield (Canada) Ltd.
 Hayward's Lumber Co. Ltd.
 Honeyboy Baking Co.
 Hook Signs Ltd.
 Inland Cement Co.
 Jasper Printing Ltd.
 Labatts Brewery
 Inland Chemicals Canada Ltd.
 La Survivance Weekly
 McDermids Studio Ltd.
 Martin Paper Products Ltd.
 Metropolitan Printing Co. Ltd.
 Molson's Edmonton Brewery
 Northwest Industries Ltd.
 Northwest Tent and Awning Co. Ltd.
 Northwestern Toni Lynn Ltd.
 Norwood Foundry Ltd.
 Pacific Resins Ltd.
 Palm Dairies Ltd.
 Parker Sportswear Co. Ltd.
 Prairie Maid Cereals Ltd.
 Prairie Rose Manufacturing Co.
 Premier Steel Mills Ltd.
 Reliable Printing Co. Ltd.
 Reynolds Manufacturing Co. Ltd.
 Rileys Reproductions Ltd.
 Sheritt Gordon Mines Ltd.
 Sterling Printers and Stationers Ltd.
 Stramit Corporation
 Swift Canadian Co. Ltd.
 T.I.W. Western Ltd.
 Wm. Troock Furniture Ltd.
 Union Carbide Canada Ltd.
 United Grain Growers Ltd.
 Universal Bindery
 Weldwood of Canada Ltd.
 Western Chemicals Ltd.
 Weston Bikeries Ltd.
 W. R. Zeidlers (1962) Ltd.

LETHBRIDGE

Automatic Electric
 Broder Canning Co. Ltd.
 Canadian Sugar Factories Ltd.
 Catelli Food Products Ltd.
 City Packers Ltd.
 Ellison Milling and Elevator Co. Ltd.
 Horton Steel Works Ltd.
 Kirchner Machine Co.
 Lethbridge Collieries Ltd.
 Lethbridge Herald Co. Ltd.
 Lethbridge Industries Ltd.
 Lethbridge Sash and Door Factory
 Liberty Boilers (Lethbridge) Ltd.
 National Neon Displays Ltd.
 Seven Up Lethbridge Bottling Co.
 Sicks Lethbridge Brewery Ltd.
 Summit Lime Works Ltd.
 Superior Masonry Products Ltd.
 Western Canadian Seed Processors Ltd.
 Western Metal Fabric Ltd.

MEDICINE HAT

The Alberta Linseed Oil Co. Ltd.
 Dominion Glass Co. Ltd.
 Gas City Planing Mill Ltd.
 T. McAvity and Sons Western Ltd.
 Medicine Hat Brick and Tile Co. Ltd.
 Medicine Hat News Ltd.
 National Fruit Co. (Bottling Plant)
 Northwest Nitro Chemical Ltd.
 Ogilvie Flour Mills Co. Ltd.
 Redcliff Pressed Brick Co. Ltd.
 S. F. Scott Manufacturing Co. Ltd.
 Superior Beverages Ltd.
 Union Milk Co. Ltd.
 Val Marshall Printing Ltd.

OTHER LOCATIONS

Camrose Tubes Ltd., CAMROSE
 Canada Cement Co. Ltd., EXSHAW
 Central Alberta Dairy Pool Ltd., RED DEER
 Consolidated Concrete Ltd., RED DEER
 Cornwall Canning Co., TABER
 Crows Nest Bottling Works, BLAIRMORE
 Frontier Steel Industries Ltd., GRANDE PRAIRIE
 Fry Cadbury Ltd., RED DEER
 Grande Prairie Iron Works Ltd., GRANDE PRAIRIE
 Harpers Metals Ltd., RED DEER
 North Canadian Forest Industries Ltd., GRANDE PRAIRIE
 Northwestern Pulp and Paper, HINTON
 Parkhill Bedding and Furniture Ltd., ALBERTA
 Pioneer Electric Ltd., RED DEER
 Red Deer Bottling Co., RED DEER
 J. K. Smit Connors, RED DEER
 Steel Industries of Grande Prairie Ltd., GR. PRAIRIE
 Stramit Corporation Ltd., INNISFAIL
 Thompson Pallister Bait Co. Ltd., LACOMBE
 Vermilion Beverages Ltd., VERMILION
 Western Chemicals Ltd., TWO HILLS

OIL FIRMSCALGARY

Accurate Explorations Ltd.
 Alberta Gas Trunk Line Co. Ltd.
 Amerada Petroleum Corp. & Subsidiaries
 Asamera Oil Corp. Ltd.
 Banff Oil Ltd.
 Baroil of Canada Ltd.
 Beaver Geophysical Services Ltd.
 Brinkerhoff Drilling Co. Ltd.
 The British American Oil Co. Ltd., (Refinery)
 The California Standard Co.
 Canada - Cities Service Petroleum Corporation
 Canadian Delhi Oil Ltd.
 Canadian Export Gas and Oil Ltd.
 Canadian Fina Oil Ltd.
 Canadian Industrial Gas & Oil Ltd.
 Canadian Keweenaw Ltd.
 Canadian Pacific Oil and Gas Ltd.
 Canadian Superior Oil Ltd.
 Canadian Western Natural Gas Co. Ltd.
 Cambridge Drilling Ltd.
 Can Tex Drilling Co. Ltd.
 Central Del Rio Oils Ltd.
 Commonwealth Petroleum Ltd.
 Dowell Incorporated
 Duke Drilling Co. Ltd.
 Elgin Exploration Canada Ltd.
 Fargo Oils Ltd.
 Flint Engineering and Construction Ltd.
 Fosca Oil Co. Ltd.
 Frontier Geophysical Ltd.
 General Petroleum Drilling Co.
 Geophysical Service Int. Corp.
 Great Plains Development Co. of Canada Ltd.
 Halliburton Oil Well Cementing Co. Ltd.
 Heiland Exploration Canada Ltd.
 Home Oil Co. Ltd.
 Hudson's Bay Oil and Gas Co. Ltd.
 Husky Oil and Refining Ltd.
 Imperial Oil Ltd. (Producing Department)
 Jennings Drilling Co. Ltd.
 Johnston Testers Ltd.
 Lane Wells (Canada) Ltd.
 Murphy Oil Co. Ltd.
 National Petroleum Corporation Ltd.
 National Supply Co. Ltd.
 New Continental Oil Co. of Canada Ltd.
 North Canadian Oils Ltd.
 Perforating Guns of Canada Ltd.
 Peter Bawden Drilling Ltd.
 Pacific Petroleum Ltd.
 Pan American Petroleum Corporation
 Royalite Oil Company Ltd.
 Schlumberger of Canada
 Security Engineering Canada Ltd.
 Shell Canada Ltd.
 Shell Oil Co. of Canada Ltd.
 Sinclair Canada Oil Co.
 Socony Mobil Oil of Canada Ltd.
 Sun Oil Company
 Texaco Canada Limited
 Texaco Exploration Co.
 Triad Oil Co. Ltd.
 Union Oil Co. of California
 Western Decalta Petroleum Limited
 Western Geophysical Co. of Canada Ltd.

EDMONTON

Anglo American Exploration Ltd.
 Berwyn Drilling Ltd.
 Big Horn Drilling Ltd.
 Boyles Brothers Drilling
 The California Standard Co.
 Canadian Utilities Ltd.
 Chemical and Geological Laboratories Ltd.
 Dominion Oilfields Supply Co. Ltd.
 Eskimo Fracturing and Well Service Ltd.
 Hudson's Bay Oil and Gas Co. Ltd.
 Imperial Oil Ltd.
 The Imperial Pipe Line Co. Ltd.
 Interprovincial Pipe Line Co.
 Kodiak Refineries Ltd.
 Mid Western Industrial Gas Ltd.
 Mitchell and Associates Ltd.
 National Tank Company Ltd.
 Northland Utilities Ltd.
 Northwestern Utilities Ltd.
 Oil Well Supply (U.S. Steel Corp.)
 Shell Oil of Canada Ltd.
 Socony Mobil Oil of Canada Ltd.
 Texaco Canada Limited
 Texaco Exploration Company
 Wilson Oilfield Supply Ltd.

OTHER LOCATIONS

Hudson's Bay Oil and Gas, CRESSFORD
 Jones and Laughlin Steel Sales Co. Ltd., ALBERTA
 Mid Continent Supply Co., RED DEER

PUBLIC SERVICECALGARY

Board of Grain Commissioners

LIST OF FIRMS PARTICIPATING IN SALARY AND WAGE RATE SURVEY -- 1965 (Con't.)

Public Service Calgary (Con't.)

City of Calgary
 Computrex Computer Centers
 Customs and Excise Office
 Department of Agriculture (Health of Animals)
 Department of Citizenship and Immigration
 Department of National Revenue (Taxation)
 Fenerty Fenerty McGillivray Robertson Prowse Brennan
 Fisher Fisher and Lockwood & Fraser
 Government of Province of Alberta
 Milner, Steer, Layton and Cameron
 Oil and Gas Conservation Board
 Trans Canada Air Lines
 Unemployment Insurance Commission

EDMONTON

Alberta Government Telephones
 Board of Grain Commissioners
 Clement Parlee Whittaker Irving Mustard & Rodney
 Cormie Kennedy Crawford Harvie & Fitch
 Department of National Defence R.C.A.F.
 Department of National Health and Welfare
 Department of National Revenue (Taxation)
 Department of Public Works Canada
 Department of Transport
 Department of Veteran Affairs
 City of Edmonton
 Government of Province of Alberta
 Main Dunne Nugent Forbes and Babie
 Milner Steer Dyde Massie Layton Cregan & MacDonnell
 Trans Canada Air Lines
 Unemployment Insurance Commission

LETHBRIDGE

Board of Grain Commissioners
 Government of Province of Alberta
 City of Lethbridge

MEDICINE HAT

Board of Grain Commissioners
 Government of Province of Alberta
 City of Medicine Hat

OTHER LOCATIONS

City of Camrose, CAMROSE
 City of Drumheller, DRUMHELLER
 Government of Province of Alberta, GRANDE PRAIRIE
 Government of Province of Alberta, RED DEER
 Government of Province of Alberta
 City of Grande Prairie, GRANDE PRAIRIE
 City of Lloydminster, LLOYDMINSTER
 City of Red Deer, RED DEER
 City of Wetaskiwin, WETASKIWIN

DEPARTMENT STORESCALGARY

The T Eaton Co. of Canada Ltd.
 Hudson's Bay Company
 S S Kresge Co. Ltd.
 Naglers Limited
 Simpsons Sears Ltd.
 Woodward's Department Store
 F W Woolworth Ltd.
 Zellers Western Ltd.

EDMONTON

Army and Navy Department Store Ltd.
 The T Eaton Co. of Canada Ltd.
 Hudson's Bay Co. Retail Store
 Johnstone Walker Ltd.
 S S Kresge Co. Ltd.
 Simpson's Sears Ltd.
 Woodward Stores (Edmonton) Ltd.
 F W Woolworth Co. Ltd.
 Zellers Western Limited

LETHBRIDGE

The T Eaton Co. of Canada Ltd.
 S S Kresge Co. Ltd.
 Simpson's Sears Ltd.
 F W Woolworth Ltd.

MEDICINE HAT

The T Eaton Co. of Canada Ltd.
 Raber Department Store
 F W Woolworth Co. Ltd.

OTHER LOCATION

The T Eaton Co. of Canada Ltd., RED DEER
 Hudson's Bay Co., GRANDE PRAIRIE
 Hudson's Bay Co., RED DEER
 Kresge Co. Ltd., RED DEER
 J. Lawrence and Co. Ltd., CAMROSE
 Montgomery Ltd., WETASKIWIN
 Toshack Department Store, DRUMHELLER
 F W Woolworth Ltd., GRANDE PRAIRIE
 F W Woolworth Ltd., RED DEER

WHOLESALE FIRMSCALGARY

Acklands Ltd.
 Alberta National Drug Co.
 Alberta Paint and Glass Co. Ltd.
 J. H. Ashdown Hardware Company Ltd.
 Butchers and Packers Supplies Ltd.
 B W Steel Products Supply Co. Ltd.
 Campbell and Griffin (1961) Limited
 Canadian General Electric Co.
 Cardwell Manufacturing Co. Ltd.
 J. I. Case Company Ltd.
 Conways Ltd.
 Crane Supply
 Cumming Galbraith Limited
 Davies Electric Co. Ltd.
 Dominion Fruit Ltd.
 Dominion Rubber Co. Ltd.
 Electrical Contractors and Machine Co. Ltd.
 Electric Equipment Alberta Ltd.
 Ferguson Supply Alberta Ltd.
 Firestone Tire and Rubber Co. of Canada
 Charles E. Frosst and Co.
 General Motor Products of Canada Ltd.
 Grosser Automotive Supplies Ltd.
 Honeywell Controls Ltd.
 Horne and Pitfield Ltd.
 Huttons Ltd.
 International Harvester Co. of Canada Ltd.
 John Deere Plow Co. Ltd.
 Macdonalds Consolidated Ltd.
 Marshall Knop Western Ltd.
 Marshall Wells Limited
 Massey Ferguson Ltd.
 S A Mathison Agencies Ltd.
 Midwest Ladies and Childrens Wear
 Mid West Paper Ltd.
 Motor Car Supply Co. of Canada Ltd.
 Northern Electric Co. Ltd.
 Pedlar People Ltd.
 Picker X Ray of Canada Ltd.
 R C A Victor Co. Ltd.
 Sharps Theatre Supplies Ltd.
 Standen's Limited
 Taylor Pearson and Carson Ltd.
 United Farmers of Alberta Co-op (Data Section)
 War Surplus
 Wells H Morton and Co.
 Western Canada Hardware Ltd.
 Western Grocers Ltd.
 Wilson Electric Supplies Ltd.

EDMONTON

Alberta National Drug Ltd.
 Alberta Poultry Marketers Co-op Ltd.
 Alberta Steel Products Ltd.
 J. H. Ashdown Hardware Co. Ltd.
 Barber Ellis of Alberta Ltd.
 C. W. Boon and Co. Ltd.
 Brown Royal Fruit
 Canadian General Electric Co.
 Canadian Pittsburgh Industries Ltd.
 Canadian Westinghouse Co. Ltd.
 Cockshutt Farm Equipment Ltd.
 Dominion Rubber Co. Ltd.
 Dower Brothers Ltd.
 Electrical Equipment Alberta Ltd.
 Federated Co-op Ltd.
 Firestone Tire and Rubber Co. of Canada
 Ford Motor Co. of Canada Ltd.
 Gateway Building Supplies Ltd.
 Gaults Alberta Ltd.
 General Motors Products of Canada Ltd.
 B F Goodrich Canada Ltd.
 Goodyear Tire and Rubber Co. of Canada Ltd.
 Gormans Limited
 Hughes Owens Co. Ltd.
 International Harvester Co. of Canada Ltd.
 D. L. Jones Wholesale Florist Ltd.
 Macdonalds Consolidated Ltd.
 MacMillan Bloedel and Powell River Ltd.
 Maple Leaf Milling Co.
 Marshall Wells of Canada Ltd.
 Massey Ferguson Ltd.
 McCormick's Ltd.
 Millar Lumber and Coal Co. Ltd.
 Minneapolis Honeywell Regulator Co. Ltd.
 National Blend Tea and Coffee Ltd.
 Northern Asbestos and Building Supplies Ltd.
 Northern Electric Co. Ltd.
 Pardee Equipment Co. Ltd.
 Paulin Chambers Co. Ltd.
 The Pedlar People Limited
 Picker X Ray of Canada Ltd.
 Pilkington Glass Ltd.
 Primco Western Ltd.
 Provincial News Co. Ltd.
 Quaker Oats Co. of Canada Ltd.
 Reed Roller Bit Co. of Canada Ltd.
 Robert Morse Corporation Ltd.
 Robertsteel (Canada) Ltd.
 J. H. Ross and Company
 Russell Food Equipment Ltd.
 Scott Bathgate Limited
 Sherwin Williams Co. of Canada Ltd.
 Stafford Foods Limited

Wholesale Firms Edmonton (Con't.)

Stanley Brock Ltd.
 The Sun Fruit Company
 Taylor Pearson and Carson Edmonton Ltd.
 Tees and Persee Limited
 Walter Woods Ltd.
 Weatherford Oil Tool Co. Ltd.
 Weisler's Wholesale Ltd.
 Western Floor Covering Ltd.
 Western Grocers Ltd.
 Western Rock Bit Co. Ltd.
 Wilkinson and McClean Ltd.
 Wilkinson Company Limited

LETHBRIDGE

Acklands Ltd. (T. H. Peacock Southern Ltd.)
 Baalim Wholesale Ltd.
 Canadian Pittsburgh Industries
 Crane Ltd.
 Firestone Tire and Rubber Co. of Canada Ltd.
 General News Co.
 Grant Industries Alta Ltd.
 Horne and Pitfield Ltd.
 International Harvester Co. of Canada Ltd.
 Klingers Wholesale
 Lethbridge Farm Equipment Ltd.
 Macdonalds Consolidated Ltd.
 Oliver Chemical Co.
 O'loane Kiely and Co. Ltd.
 A. D. Palmer Products Ltd.
 Tanner Building Supplies
 Taylor Pearson and Carson Lethbridge Ltd.
 Western Canada Hardware Ltd.

MEDICINE HAT

Boyd Wholesale Ltd.
 Dominion Fruit Ltd.
 Horne and Pitfield Foods Limited
 Macdonalds Consolidated Ltd.
 Maple Leaf Purity Mills Ltd.
 Medicine Hat Greenhouses

OTHER LOCATIONS

Alberta Machines Co. Ltd., CAMROSE
 Corbett's Wholesale (Red Deer) Ltd., RED DEER
 Excelsior Motors Ltd., DRUMHELLER
 Firestone Stores, RED DEER
 Jack Deltombe Ltd., GRANDE PRAIRIE
 Macdonalds Consolidated Ltd., RED DEER
 Marshall Wells of Canada Ltd., GRANDE PRAIRIE
 Mid West Electric Co. Ltd., GRANDE PRAIRIE
 P and B Equipment Ltd., WETASKIWIN
 Schnell and Barrie Ltd., CAMROSE
 Street Robbins Morrow Ltd., WETASKIWIN
 Taylor Pearson and Carson, GRANDE PRAIRIE
 Taylor Pearson and Carson, RED DEER

AUTOMOTIVE FIRMSCALGARY

Alberta White Trucks (Calgary) Ltd.
 Calgary Motor Products Ltd.
 Canadian Kenworth Ltd.
 Canadian Survey Supplies Ltd.
 Commercial Tire Ltd.
 Cooke Motors Ltd.
 Ed and Teds Service Station
 Fowlie Motors Sales Ltd.
 Freeman Wilson Ltd.
 Halford and Valentine Ltd.
 Hammill Motors Ltd.
 Harry Forester Ltd.
 Hutchinson's Auto Centre
 Kendall Motors Ltd.
 Stampede Motors Ltd.

EDMONTON

Canadian Kenworth Ltd.
 Crosstown Motors Ltd.
 Devonian Motors Ltd.
 Dominion Motors Co. Ltd.
 Edmonton Motors Ltd.
 Healy Motors Ltd.
 Jenner Motors Ltd.
 Loveseth Ltd.
 Lyons Motors
 Market Tire
 Miller Motor Co. Ltd.
 South Park Motors Ltd.
 Turnbull Motors Ltd.
 Waterloo Motors Ltd.

LETHBRIDGE

Beny Chevrolet Oldsmobile Ltd.
 Enerson Motors 1954 Ltd.
 Fred King Motors Ltd.
 Imperial Motors Ltd.
 Kirks Tire Sales and Service
 Mechanics Sales Ltd.
 North Lethbridge Motors

LIST OF FIRMS PARTICIPATING IN SALARY AND WAGE RATE SURVEY -- 1965 (Con't.)

Automotive Firms (Con't.)MEDICINE HAT

Beny Motor Canada Limited
Big M Motors Ltd.
Central Motors
E. R. Gaden Auto Supply Ltd.
Gardner Motors Ltd.
Jack Stephanson Pontiac Buick Ltd.

OTHER LOCATIONS

Camrose Auto Service Ltd., CAMROSE
Central Garage Camrose Ltd., CAMROSE
Chrysler Corporation of Canada Ltd., RED DEER
Corbetts Ltd. Automotive Electric, RED DEER
J. M. Crummy Garage Co. Ltd., GRANDE PRAIRIE
Galon Motors Ltd., RED DEER
Loveseth Northern Ltd., GRANDE PRAIRIE
McFarlane Goodacre Motors Ltd., RED DEER
Millar Motors (Red Deer) Ltd., RED DEER
Red Deer Motors Ltd., RED DEER
Rodacker Sales and Service Ltd., GRANDE PRAIRIE
Stan Reynolds Sales Ltd., WETASKIWIN
Thomson Motors Co. Ltd., GRANDE PRAIRIE
Windsor Motors, GRANDE PRAIRIE

FINANCIAL FIRMSCALGARY

Alberta General Insurance Co.
Bell and Company
Beneficial Finance Co. of Canada
Canadian Acceptance Corporation
The Canadian Imperial Bank of Commerce
Canada Permanent Trust Co.
Chambers Micht Saucier Peacock and Jones
Crown Trust Co.
Dominion Life Assurance Co.
Dominion of Canada General Insurance Co.
Farmers' and Merchants Trust Co.
General Insurance Co. of America
Helman Fleming and Neve
Household Finance Corporation of Canada
Huron and Erie Mortgage Corporation
Macleod Dixon Burns Love Leilich and Lomas
Manufacturers Life Insurance Co.
Montreal Trust Co.
National Trust Co. Ltd.
W. C. Pitfield and Co. Ltd.
Royal London and Lancashire Insurance Companies
Royal Trust Co.
Security Trust Co. Ltd.

EDMONTON

The Alberta General Insurance Co.
Allstate Insurance Co.
Archibald Edwards Wheatley and Sadownik
Bank of Montreal
Becker Weeks and Co.
Canada Permanent Trust Co.
Canada Trust Co.
Canada West Insurance Co.
Canadian Imperial Bank of Canada
Duncan Miskew Dechene Bowen Craig and Brosseau
Emery Jamieson Chipman Sinclair Lambert & Agrios
Farmers' and Merchants Trust Co. Ltd.
First Investors Corporation Ltd.
Friedman Lieberman and Newson
General Insurance Co. of America
General Motors Acceptance Corporation of Canada
James Richardson and Sons
London Life Insurance Co.
McCuaig, McCuaig, Desrochers, Beckingham & McDonald
Manufacturers Life Insurance Co.
Medical Services (Alberta) Incorporated
Montreal Trust Co.
National Trust Co. Ltd.
New York Life Insurance Co.
North West Trust Co. Ltd.
Prudential Insurance Co. of America
The Royal Trust Co.
Sun Life Assurance Co. of Canada
Union Acceptance Corporation Ltd.
Traders Finance Corporation Ltd.
Wawanesa Mutual Insurance Co.
Weber Brothers Agencies Ltd.

LETHBRIDGE

The Canadian Imperial Bank of Commerce
Davidson Davidson and Williams
Household Finance Corporation of Canada
Moscovich Moscovich Spanos Matisz and Yanosek
Toronto Dominion Bank
Virtue Russell Morgan Virtue Morrison and Hembroff
Western Savings and Loan Association

MEDICINE HAT

Beneficial Finance Co. of Canada
Canadian Imperial Bank of Commerce
Household Finance Corporation of Canada
Farmers' and Merchants Trust Co. Ltd.
Toronto Dominion Bank
Traders Finance Corporation Ltd.

Financial Firms (Con't.)OTHER LOCATIONS

Bank of Nova Scotia, RED DEER
Canadian Imperial Bank of Commerce, RED DEER
Prudential Assurance Co. Ltd., ALBERTA
Toronto Dominion Bank, RED DEER
Traders Finance Corporation Ltd., RED DEER

RETAIL FIRMSCALGARY

Alberta Wheat Pool
Burroughs Business Machine of Canada Ltd.
Calgary Drafting and Blue Print Co. Ltd.
Calgary Exhibition and Stampede Ltd.
Calgary Type and Office Supply Co. Ltd.
Canada Safeway Ltd.
Canadian Pacific Railway Co.
Caravan Motor Hotel
G. L. Chesney Hardware Ltd.
D. W. Clark Business Machines Ltd.
Cliff Irwin Drugs
Dollar Cleaners Calgary Ltd.
Dominion Stores Ltd.
Harold Runions Shoes Ltd.
Henry Birks and Sons Western Ltd.
Highlander Motor Hotel Co. Ltd.
Holt Renfrew and Co. Ltd.
Hotel Wales
Hotel York Ltd.
Industrial and Road Equipment Ltd.
International Business Machines Co. Ltd.
Lewis Stationery (1961) Ltd.
Macleod Brothers Ltd.
Macleods Ltd.
McArthur Furniture Co. Ltd.
Medical Arts Prescription Pharmacy
Metropolitan Stores Ltd.
Noble Hotel
Palliser Hotel
The Parisian
Peoples Credit Jewellers Ltd.
Premier Ontario Launderers and Dry Cleaners
Radio Centre Co.
Remington Rand Ltd.
Royal Hotel
Sally Shops Alberta Ltd.
Silvester Building Supplies Ltd.
Spence Ltd.
Steinbergs Furniture Limited
Street Robbins Morrow Ltd.
Sykes Imperial Furniture Store Limited
Tamblyn Western Limited
Terrill Flowers Ltd.
Tom Moody Co. Calgary Ltd.
United Grain Growers Ltd.
Waterous Ltd.
Webber Hardware Ltd.
Western Canadian Greyhound Lines
Westfair Foods Ltd. (Tom Boy Div.)

EDMONTON

Addressograph Multigraph Canada Ltd.
R. Angus (Alberta) Ltd.
Arcade Limited
Bapco Paint Supply Ltd.
Bulldog Building Supplies Co. Ltd.
Campbells Furniture Ltd.
Canada Safeway Ltd.
Canadian Motor Transfer Ltd.
Canadian National Express
Canadian National Telegraphs
CHED Ltd.
Chic Shoe Stores
Corona Hotel Co. Ltd.
Edmonton Cold Storage Ltd.
Gateway Hotel
George E. Failing Supplies Co. Ltd.
Gestetner Canada Ltd.
Greyhound Lines
Henry Birks and Sons (Western) Ltd.
Hotel Jasper
IBM Co. Ltd.
Industrial and Road Equipment Ltd.
King Edward Hotel Co. Ltd.
The Macdonald Hotel
MacKillop Electric Ltd.
Mayfair Hotel Ltd.
McArthurs Ladies Wear
National Cash Register Co. of Canada Ltd.
New Method Laundry Ltd.
Northern Drafting Blue Print Co. Ltd.
Northern Transportation Company Ltd.
Page The Cleaner and Furrier
Park Hotel
Prudham Building Supplies Ltd.
Robinson and Sons
Ross M. Rodger Ltd.
Security Storage
Shannon Glass Ltd.
Sharp MacNeill Limited
Shores Credit Jewellers Ltd.
Sunley Electric Co.
Underwood Ltd.
Union Tractor and Equipment Co. Ltd.

Retail Firms Edmonton (Con't.)

Universal Concrete Accessories Ltd.
Walk Rite Ltd.
Walter Ramsay Ltd.
Waterous Equipment Ltd.
J. A. Werner Hardware Co. Ltd.

LETHBRIDGE

Advance Lumber Co. Ltd.
Alexandra Hotel
Allan Lumber and Supplies Co.
Avenue Shoes
G. H. Baxter and Son
Canns Shoes Ltd.
Canada Safeway Limited
Capital Furniture Store Lethbridge Ltd.
Dominion Stores Ltd.
El Rancho Hotel Ltd.
Frache Brothers Ltd.
Hoyt Hardware Ltd.
John Black's Mens Shop
Lethbridge Hotel Co. Ltd.
Lethbridge Laundry and Dry Cleaners
D. Macleod and Son
Majestic Theatre Ltd.
Marquis Flower Shop
McArthurs Ladies Wear Ltd.
Metropolitan Stores Ltd.
Munroes Pharmacy Ltd.
Seventy Seven Oil Co. Ltd.
Singer Sewing Machine Co.
Southern Alta Co-op Association Ltd.
Stokes Drug Co. Ltd.
Stubbs Pharmacy Ltd.
Trimble Tire Supply Ltd.

MEDICINE HAT

Beveridge Furniture Ltd.
Black Hardware Ltd.
Bond Clothes and Hat Shop
Canada Safeway Store #211
Dunn Electric
Hat Hardware
Hutchings and Sharp Clothing Ltd.
Medicine Hat Steam Laundry
Park Lane Motor Hotel
Red Owl Foods
Revelstoke Sawmill Co. Ltd.
Singer Sewing Machine Co.
Taylor's IGA

OTHER LOCATIONS

Alexandra Hotel, DRUMHELLER
Canada Safeway Ltd., RED DEER
Centralite Millwork and Building Supplies Ltd., RED DEER
Donald Hotel, GRANDE PRAIRIE
W. S. Ford Furniture, RED DEER
Gaetz Cornett Drugs & Book Co., RED DEER
Hanson Hardware Grande Prairie Ltd., GRANDE PRAIRIE
F. M. Hayhoe Plumbing and Heating, RED DEER
IGA Foodliner, GRANDE PRAIRIE
J and P Food Stores Ltd., STETTLE
Jimmies' Supermarket, DRUMHELLER
Loblaws Groceteria Co. Ltd., RED DEER
Pahal Motors Ltd., WETASKIWIN
Red Deer Co-op Ltd., RED DEER
Valley Hotel, RED DEER
Waldorf Hotel Drumheller Ltd., DRUMHELLER
Waterous Equipment Ltd., GRANDE PRAIRIE
York Hotel, GRANDE PRAIRIE

INSTITUTIONSCALGARY

Alberta Childrens Hospital
Dr. E. F. Allison
Baker Memorial Sanitorium
Calgary Associates Clinic
Calgary General Hospital
Calgary Public Library
Colonel Belcher Hospital
Grace Hospital
Holy Cross Hospital
Mount Royal College
North Hill Medico Dental Clinic
Dr. Ralph R. Rowe
University of Alberta

EDMONTON

Aberhart Memorial Sanitorium
Allin Clinic
Baker Clinic
Belmont Rehabilitation Centre
Charles Camell Indian Hospital
College of Physicians and Surgeons of Alberta
Edmonton General Hospital
Edmonton Public Library
Links Associate Clinic
Misericordia Hospital
Provincial Mental Institute (Oliver)
Research Council of Alberta
Drs. S. Riskin and R. S. Margolis
Royal Alexandra Hospital

LIST OF FIRMS PARTICIPATING IN SALARY AND WAGE RATE SURVEY -- 1965 (Con't.)Institutions Edmonton (Con't.)

Department of Computing Science
University of Alberta Hospital
Weinlos Clinic
Dr. W. R. B. Wilson
Workmen's Compensation Rehabilitation Clinic

LETHBRIDGE

Bigelow Fowler Clinic
Campbell Clinic
Dr. R. D. Lamb
Lethbridge Auxiliary Hospital
Lethbridge Municipal Hospital Dist. No. 65
Lethbridge Public Library
St. Michael's General Hospital
Dr. F. T. Wood

MEDICINE HAT

Medicine Hat Municipal Hospital
Medicine Hat Public Library

OTHER LOCATIONS

Archer Memorial Hospital, LAMONT
Clareholm Municipal Hospital, CLARESHOLM
Deerhome Institute, RED DEER
Dobson Associated Medical Clinic, GRANDE PRAIRIE
Drumheller Associated Physicians, DRUMHELLER
Drumheller Municipal Hospital, DRUMHELLER
Grande Prairie Municipal Hospital, GRANDE PRAIRIE
Hanna Municipal Hospital, HANNA
Lacombe General Hospital, LACOMBE
Mineral Springs Hospital, BANFF
Olds Municipal Hospital, OLDS
Parsons Clinic, RED DEER
Ponoka Municipal Hospital, PONOKA
Providence Hospital, HIGH PRAIRIE
Provincial Mental Hospital, PONOKA
Provincial Training School, RED DEER
Red Deer General Hospital, RED DEER
St. Catherine's Hospital, LAC LA BICHE
St. John's Hospital, EDSON
St. Mary's Hospital, CAMROSE
St. Therese Hospital, ST. PAUL
Drs. Siemens and Shipowick, RED DEER
Smith Clinic, CAMROSE
Two Hills Municipal Hospital, TWO HILLS

Institutions Other Locations (Con't.)

Wainwright Municipal Hospital No. 17, WAINWRIGHT
Wetaskiwin Municipal Hospital, WETASKIWIN

CONSTRUCTION FIRMSCALGARY

Assiniboia Construction Co. Ltd.
Bamlett Construction Ltd.
Bird Construction Co. Ltd.
Burns and Dutton Concrete and Construction Co. Ltd.
J. A. Cawston and Associates
Clayton Bond and Mogridge
Con Force Products Ltd.
Endra Services Ltd.
Haddin Davis and Brown Ltd.
Lamb T. McManus and Associates Ltd.
Larwill Construction Co.
Mannix Ltd.
McTavish McKay and Co. Ltd.
Mountview Construction Ltd.
Nodwell Brothers Ltd.
Parsons and McGregor
Poole Construction Co. Ltd.
Poole Pritchard Canadian Ltd.
Quality Construction Ltd.
Rule Wynn and Rule
Sheddon and Field Architects
Standard Gravel Construction (International) Ltd.
J. Stevenson and Associates
Watson Construction Co. Ltd.
Williams Brothers Canada Ltd.

EDMONTON

Aberdeen Groves and Hodgson
Adby Construction and Transport Co. Ltd.
Alldritt Construction Co.
Associated Engineering Services Ltd.
Atlas Construction Co. Ltd.
Banister Construction Ltd.
Brown and Root Ltd.
J. K. Campbell and Associates Ltd.
Campbell and Jenkins
Canadian Comstock Co. Ltd.
A. V. Carlson Construction Ltd.
Christensen and MacDonalds Ltd.

Construction Firms Edmonton (Con't.)

Diamond Clarke and Associates
Dominion Construction Co. Ltd.
Dupuis and Dunn
G. W. Golden Construction Ltd.
Haddin Davis and Brown Ltd.
R. M. Hardy and Associates Ltd.
Hume and Rumble Limited
Kasten Longworth and Smith Ltd.
Geo. Koenig Architects
Len Perry Construction Ltd.
John A. MacDonald
Mclab Construction Co. Ltd.
Majestic Contractors Ltd.
Materials Testing Laboratories Ltd.
Matheson Engineers and Construction Ltd.
Mix Brothers Construction Co. Ltd.
New West Construction Co. Ltd.
C. C. Parker Whittaker and Co. Ltd.
Quality Construction (Edmonton) Ltd.
Rensaa Minsos and Associates Ltd.
Rule Wynn and Rule
Smith Concrete Ltd.
Stanley Grimbles Roblin Ltd.
Stanley K. C. and Company
W. C. Wells Construction Co. Ltd.

LETHBRIDGE

Bird Construction Co. Ltd.
Charlton & Hill Ltd.
Crestline Builders Ltd.
N. H. Fooks and Associates
Lethbridge Excavating Pipe Line Limited
McNeely Brothers Construction Lethbridge Ltd.
Meech Mitchell Robins and Associates
Oland Construction Ltd.
Pyke and Holberton Plumbing and Heating Ltd.

MEDICINE HAT

Johnson Construction Company Ltd.
Paul Stober Construction Ltd.
F. Wahl Construction Ltd.

OTHER LOCATIONS

Alton Construction, RED DEER
C. Burrows Construction Ltd., CAMROSE
McLean Service and Construction Ltd., DRUMHELLER
W. R. Sandquist Construction, RED DEER

